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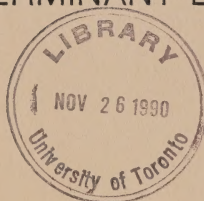
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## EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT  
FOR THE YEAR ENDING DECEMBER 1989

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LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI  
1990: RAPPORT ANNUEL  
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



CREDIT SUISSE CANADA  
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CREDIT SUISSE CANADA

MANAGEMENT

Commerce Court West, Suite 2400  
Toronto, Ontario  
Canada, M5L 1K2

Telephone: (416) 860-7900  
Telex: 06-23620

May 30, 1990

The Employment Equity Branch  
Employment and Immigration Canada  
140 Promenade du Portage  
Phase IV, 5th floor  
Ottawa, Ontario  
K1A 0J9

Dear Sirs:

EXECUTIVE SUMMARY

Credit Suisse Canada is committed to the principles of Employment Equity and has, from the outset, supported the intent and spirit of the Employment Equity Legislation -- not only because it is law, but also because it is reflective of sound human resource management.

Our senior management is firmly committed to achieving equality in employment and supports the intent of the Federal Government in establishing the direction for all Canadians. With their support, awareness has been built around the Employment Equity principles within the organization through various communication vehicles.

To achieve this well balanced representation and participation of designated group members, the Bank has established an action plan. The intent of the plan is to ensure that representation occurs in support of the Bank's business objectives and its competitive position. Additionally, it allows for a continuous monitoring of our recruitment practices to eliminate potential employment barriers so as to ensure equal access for all individuals at all times. Moreover, the monitoring activity assists in determining whether our goals are being attained, problems are being resolved, and whether respective programs are succeeding.

We are pleased to report that more than 93.2% of our employee population completed the questionnaire from which data for this report was drawn. The report indicates clearly that the Bank's commitment to equitable employment has produced tangible results. It also indicates that there is opportunity for improvement. Our programs shall address these needs

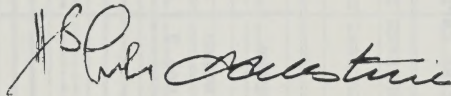


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in the years ahead and are designed to assist all employees to develop to their potential while allowing the Bank to employ the best qualified individuals available for specific job functions. Credit Suisse Canada supports advancement based on merit and individual ability.

Of the Bank's total permanent workforce, 46% is comprised of women, 33% are representatives of visible minorities, and 6% are persons with disabilities. During 1989, 50% of all new hires consisted of women, 43% were visible minorities, and 7% were disabled. Of all bank promotions, 56% went to women and 19% went to visible minority members.

Yours truly,



H. Barth

P. Celestini

HB/PC/es

Encls.





Name of Business: 005425 CREDIT SUISSE CANADA | Industrial Sector: 702 CHARTERED BANKS &amp; OTHER | Reporting Period: 1989

Designated CMA

Province/Territory

X National (Canada)

Location:

OCCUPATIONAL GROUPS	Top and bottom of salary range Col 1	Q U A R T	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number Col 2	Men Col 3	Women Col 4	Total Number Col 5	Men Col 6	Women Col 7	Total Number Col 8	Men Col 9	Women Col 10	Total Number Col 11	Men Col 12	Women Col 13
Clerical workers	45000	4	1		1							1		1
	49999	3	6	2	4							11	2	9
	17500	2	24	4	20				2		2	21	11	10
	19999	1	31	11	20				1		1			
Sales workers		4												
		3												
		2												
		1												
Service workers		4												
		3												
		2												
		1												
Skilled crafts and trades workers		4												
		3												
		2												
		1												
Semi-skilled manual workers		4												
		3												
		2												
		1												
Other manual workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			118	64	54				7	4	3	39	17	22

# Employment and Immigration Canada

Form 3 Part A

## SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Industrial Sector: 702 CHARTERED BANKS & OTHER BANKIN

Name of Business: 005425 CREDIT SUISSE CANADA

Reporting Period: 1989

Location: X National (Canada) Province/Territory (specify)

SALARY RANGES	All Employees				Aboriginal Peoples				Persons with Disabilities				Members of Visible Minorities			
	Men		Women		Men		Women		Men		Women		Men		Women	
	Total	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Total	Col. 9	Col. 10	Col. 11
< \$10,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$10,000-\$14,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$15,000-\$17,499	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$17,500-\$19,999	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20,000-\$22,499	15	6	9	0	0	0	0	0	0	0	0	0	0	0	0	0
\$22,500-\$24,999	15	5	10	0	0	0	1	0	1	12	5	7	12	1	12	5
\$25,000-\$27,499	16	4	12	0	0	0	1	0	1	6	2	4	6	1	6	2
\$27,500-\$29,999	9	2	7	0	0	0	0	0	0	0	1	5	0	0	6	1
\$30,000-\$34,999	12	5	7	0	0	0	1	0	1	2	1	1	2	1	2	1
\$35,000-\$39,999	5	3	2	0	0	0	0	0	0	0	0	1	0	0	1	0
\$40,000-\$49,999	8	5	3	0	0	0	1	1	1	0	0	1	1	0	1	0
\$50,000-\$69,999	16	13	3	0	0	0	1	1	1	0	1	0	1	0	1	0
\$70,000 >	21	21	0	0	0	0	1	1	1	0	1	1	1	0	1	0
TOTAL NUMBER OF EMPLOYEES	118	64	54	0	0	0	7	4	3	39	17	22	39	3	39	17



Employment and Immigration Canada

Form 4 Part A

PERMANENT FULL-TIME EMPLOYEES HIRED

Name of Business: 005425 CREDIT SUISSE CANADA | Industrial Sector: 702 CHARTERED BANKS & OT

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees				Aboriginal Peoples				Persons with Disabilities				Members of Visible Minorities			
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12				
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	10	10	0	0	0	0	1	1	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	42	14	28	0	0	0	3	0	3	24	12	12				
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	56	28	28	0	0	0	4	1	3	24	12	12				

## Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5

Part A

Name of Business: 005425 CREDIT SUISSE CANADA

### Industrial Sector:

702 CHARTERED BANKS &amp; OTHER BANKING

Location:	X National (Canada)	Province/Territory (specify)
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Reporting Period: 1989

Reporting Period: 1989

Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	
Middle or other managers	2	2	0	0	0	0	0	0	0	0	0	
Professionals	2	2	0	0	0	0	0	0	0	0	0	
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	
Supervisors	5	3	2	0	0	0	0	0	1	1	0	
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	
Clerical workers	7	0	7	0	0	0	0	0	2	0	2	
Sales workers	0	0	0	0	0	0	0	0	0	0	0	
Service workers	0	0	0	0	0	0	0	0	0	0	0	
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES PROMOTED	16	7	9	0	0	0	0	0	3	1	2	
TOTAL NUMBER OF	18	7	11	0	0	0	0	0	4	1	3	



# Employment and Immigration Canada

Form 6 Part A

## PERMANENT FULL-TIME EMPLOYEES TERMINATED

Name of Business: 005425 CREDIT SUISSE CANADA		Industrial Sector: 702 CHARTERED BANKS & OTHER BANKIN														
Location: X National (Canada) Province/Territory (specify)		Reporting Period: 1989														
OCCUPATIONAL GROUPS	All Employees				Aboriginal Peoples				Persons with Disabilities				Members of Visible Minorities			
	Total Number	Men	Women		Total Number	Men	Women		Total Number	Men	Women		Total Number	Men	Women	
	Col. 1	Col. 2	Col. 3		Col. 4	Col. 5	Col. 6		Col. 7	Col. 8	Col. 9		Col. 10	Col. 11	Col. 12	
Upper-level managers	2	2	0		0	0	0		0	0	0		0	0	0	
Middle or other managers	3	3	0		0	0	0		0	0	0		0	0	0	
Professionals	2	1	1		0	0	0		0	0	0		0	0	0	
Semi-professionals and technicians	0	0	0		0	0	0		0	0	0		0	0	0	
Supervisors	2	2	0		0	0	0		0	0	0		0	0	0	
Foremen/women	0	0	0		0	0	0		0	0	0		0	0	0	
Clerical workers	30	6	24		0	0	0		0	0	0		0	0	0	
Sales workers	0	0	0		0	0	0		0	0	0		0	0	0	
Service workers	0	0	0		0	0	0		0	0	0		0	0	0	
Skilled crafts and trades workers	0	0	0		0	0	0		0	0	0		0	0	0	
Semi-skilled manual workers	0	0	0		0	0	0		0	0	0		0	0	0	
Other manual workers	0	0	0		0	0	0		0	0	0		0	0	0	
TOTAL NUMBER OF EMPLOYEES TERMINATED	39	14	25		0	0	0		0	0	0		0	0	0	





Name of Business: 005425 CREDIT SUISSE CANADA Industrial Sector: 702 CHARTERED BANKS & OTHER Reporting Period: 1989

Location: National (Canada) X Province/Territory 10 ONTARIO Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	Q U A R T	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
			Total Number	Men	Women		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
	Col 1		Col 2	Col 3	Col 4		Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13	
Clerical workers	45000	4	1		1								1		1	
	49999	3	6	2	4							1	5		5	
	20000	2	9		9					1		2	26	13	13	
	22499	1	36	15	21					2						
Sales workers		4														
		3														
		2														
		1														
Service workers		4														
		3														
		2														
		1														
Skilled crafts and trades workers		4														
		3														
		2														
		1														
Semi-skilled manual workers		4														
		3														
		2														
		1														
Other manual workers		4														
		3														
		2														
		1														
TOTAL NUMBER OF EMPLOYEES			96	55	41					6	3	3	38	17	21	

# Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3

Part A

Name of Business: 005425 CREDIT SUISSE CANADA Industrial Sector: 702 CHARTERED BANKS & OTHER BANKIN

Location: National (Canada)X Province/Territory (specify) 10 ONTARIO Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< \$10,000	0	0	0	0	0	0	0	0	0	0	0	0
\$10,000-\$14,999	0	0	0	0	0	0	0	0	0	0	0	0
\$15,000-\$17,499	0	0	0	0	0	0	0	0	0	0	0	0
\$17,500-\$19,999	0	0	0	0	0	0	0	0	0	0	0	0
\$20,000-\$22,499	12	6	6	0	0	0	0	0	0	9	6	3
\$22,500-\$24,999	14	5	9	0	0	0	1	0	1	11	5	6
\$25,000-\$27,499	12	4	8	0	0	0	1	0	1	6	2	4
\$27,500-\$29,999	7	1	6	0	0	0	0	0	0	6	1	5
\$30,000-\$34,999	10	4	6	0	0	0	1	0	1	2	1	1
\$35,000-\$39,999	4	2	2	0	0	0	0	0	0	1	0	1
\$40,000-\$49,999	7	5	2	0	0	0	1	1	0	1	0	1
\$50,000-\$69,999	12	10	2	0	0	0	1	1	0	1	1	0
\$70,000 >	18	18	0	0	0	0	1	1	0	1	1	0
TOTAL NUMBER OF EMPLOYEES	96	55	41	0	0	0	6	3	3	38	17	21



# Employment and Immigration Canada

Form 4 Part A

PERMANENT FULL-TIME EMPLOYEES HIRED

Name of Business: 005425 CREDIT SUISSE CANADA Industrial Sector: 702 CHARTERED BANKS & OT

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	3	3	0	0	0	0	0	0	0	0	0	0
Professionals	9	9	0	0	0	1	1	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	38	14	24	0	0	3	0	3	24	12	12	12
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	50	26	24	0	0	4	1	3	24	12	12	12

## Form 5 Part A

PERMANENT FULL-TIME EMPLOYEES PROMOTED													Form 5	Part A
Name of Business: 005425 CREDIT SUISSE CANADA			National (Canada) X Province/Territory (specify) 10 ONTARIO				Industrial Sector: 702 CHARTERED BANKS & OTHER BANKING				Reporting Period: 1989			
Location:			Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)											
OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities				
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women		
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12		
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0		
Middle or other managers	2	2	0	0	0	0	0	0	0	0	0	0		
Professionals	2	2	0	0	0	0	0	0	0	0	0	0		
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0		
Supervisors	5	3	2	0	0	0	0	0	0	1	1	0		
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0		
Clerical workers	7	0	7	0	0	0	0	0	0	2	0	2		
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0		
Service workers	0	0	0	0	0	0	0	0	0	0	0	0		
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0		
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0		
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0		
TOTAL NUMBER OF EMPLOYEES PROMOTED	16	7	9	0	0	0	0	0	0	3	1	2		

Employment and Immigration Canada

Form 6 · Part A

Form 6 · Part A

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Name of Business: 005425 CREDIT SUISSE CANADA

Industrial Sector:

002 CHARTERED BANKS &amp; OTHER BANKIN

Location:	National (Canada) X Province/Territory (specify)	10 ONTARIO	Reporting Period: 1989

Reporting Period: 1989

| Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	
Middle or other managers	3	3	0	0	0	0	0	0	0	0	0	
Professionals	1	1	0	0	0	0	0	0	0	0	0	
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	
Supervisors	2	2	0	0	0	0	0	0	0	0	0	
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	
Clerical workers	27	6	21	0	0	0	0	0	0	0	0	
Sales workers	0	0	0	0	0	0	0	0	0	0	0	
Service workers	0	0	0	0	0	0	0	0	0	0	0	
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES TERMINATED	33	12	21	0	0	0	0	0	0	0	0	











**6001**

CA1

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-E52

**EMPLOYMENT EQUITY ACT**  
1990: ANNUAL REPORT  
FOR THE YEAR ENDING DECEMBER 1989

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**LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI**  
1990: RAPPORT ANNUEL  
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



**ARNOLD BROS.  
TRANSPORT LTD.  
FRÈRES ARNOLD  
TRANSPORT LTÉE**

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Ottawa (Canada) K1A 0S9

# EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

FORM 1

IDENTIFICATION		FULL LEGAL NAME ARNOLD BROS. TRANSPORT LTD.		COMMON OR BUSINESS NAME ARNOLD BROS. TRANSPORT LTD.	
ADDRESS		ADDRESS OF PRINCIPAL PLACE OF BUSINESS 770 LAPELMOIERE BLVD. WINNIPEG, MB R5J 0Y8		MAILING ADDRESS 770 LAPELMOIERE BLVD. WINNIPEG, MB R5J 0Y8	
OFFICERS		NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER FRANK E. ARNOLD		NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY SANDRA TUCKER	
POSITION		POSITION TITLE PRESIDENT		POSITION TITLE PAYROLL SUPERVISOR	
		INDUSTRIAL SECTOR 1		AREA CODE 204	
		INDUSTRIAL SECTOR 2		TELEPHONE NUMBER 257 - 6666	
		INDUSTRIAL SECTOR 3		DESIGNATED CMAs	
		INDUSTRIAL SECTOR 4		PROVINCES/TERRITORIES	
INDUSTRIAL		NO. OF EMPLOYEES 528		CALGARY 25	
SECTOR(S)		NO. OF EMPLOYEES 0		EDMONTON 11	
		NO. OF EMPLOYEES 0		HALIFAX 2	
		NO. OF EMPLOYEES 0		MONTREAL 11	
		NO. OF EMPLOYEES 0		OTTAWA 1	
		NO. OF EMPLOYEES 0		QUEBEC 34	
		NO. OF EMPLOYEES 0		REGINA 17	
		NO. OF EMPLOYEES 0		TORONTO 41	
		NO. OF EMPLOYEES 0		VANCOUVER 2	
		NO. OF EMPLOYEES 0		WINNIPEG 342	
TOTAL EMPLOYEES IN CANADA		528		528	
EMPLOYMENT STATUS CATEGORIES		NUMBER OF PERMANENT FULL-TIME EMPLOYEES 488		NUMBER OF TEMPORARY EMPLOYEES 9	
CERTIFICATION		I, (Name) FRANK E. ARNOLD, PRESIDENT, HEREBY CERTIFY ON BEHALF OF ARNOLD BROS. TRANSPORT LTD. THAT THE INFORMATION CONTAINED IN FORMS 1 TO 8 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.		CORPORATE SEAL	
OF		DATE July 9/90		SIGNATURE Sandra Tucker	
ACCURACY					

REPORT SUMMARY

CERTIFICATION



# EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

FORM 1

IDENTIFICATION		FULL LEGAL NAME ARNOLD BROS. TRANSPORT LTD.		COMMON OR BUSINESS NAME ARNOLD BROS. TRANSPORT LTD.																																									
ADDRESS 739 LAGIMODIERE BLVD. WINNIPEG, MB		ADDRESS OF PRINCIPAL PLACE OF BUSINESS 739 LAGIMODIERE BLVD. WINNIPEG, MB R2J 0T8		MAILING ADDRESS 739 LAGIMODIERE BLVD. WINNIPEG, MB R2J 0T8																																									
OFFICERS FRANK E. ARNOLD		NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER FRANK E. ARNOLD		NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY SANDRA TUCKER																																									
POSITION PRESIDENT		POSITION TITLE INDUSTRIAL SECTOR 1		POSITION TITLE PAYROLL SUPERVISOR																																									
		INDUSTRIAL SECTOR 2		DESIGNATED CMAS																																									
		INDUSTRIAL SECTOR 3		GEOGRAPHICAL AREAS																																									
		INDUSTRIAL SECTOR 4		(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)																																									
EMPLOYMENT STATUS CATEGORIES		NUMBER OF PERMANENT FULL-TIME EMPLOYEES 488	NUMBER OF PERMANENT PART-TIME EMPLOYEES 37	NUMBER OF TEMPORARY EMPLOYEES 9	TOTAL EMPLOYEES IN CANADA 528																																								
CERTIFICATION OF ACCURACY		<p>I, (Name of Employer) <u>FRANK E. ARNOLD</u>, HEREBY CERTIFY ON BEHALF OF THE EMPLOYER THAT THE INFORMATION CONTAINED IN FORMS 1 TO 4 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.</p> <p>CORPORATE SEAL</p>																																											
REPORT SUMMARY		<p>PROVINCES/TERRITORIES</p> <table border="1"> <tr> <td>CALGARY</td> <td>25</td> <td>ONT.</td> <td>25</td> </tr> <tr> <td>EDMONTON</td> <td>11</td> <td>QUE.</td> <td>11</td> </tr> <tr> <td>HALIFAX</td> <td>2</td> <td>N.B.</td> <td>1</td> </tr> <tr> <td>MONTREAL</td> <td>11</td> <td>N.S.</td> <td>1</td> </tr> <tr> <td>REGINA</td> <td>17</td> <td>P.E.I.</td> <td>0</td> </tr> <tr> <td>TORONTO</td> <td>41</td> <td>SASK.</td> <td>25</td> </tr> <tr> <td>VANCOUVER</td> <td>2</td> <td>ALTA.</td> <td>36</td> </tr> <tr> <td>WINNIPEG</td> <td>342</td> <td>Nfld.</td> <td>0</td> </tr> <tr> <td></td> <td></td> <td>YKN.</td> <td>0</td> </tr> <tr> <td></td> <td></td> <td>N.W.T.</td> <td>0</td> </tr> </table>				CALGARY	25	ONT.	25	EDMONTON	11	QUE.	11	HALIFAX	2	N.B.	1	MONTREAL	11	N.S.	1	REGINA	17	P.E.I.	0	TORONTO	41	SASK.	25	VANCOUVER	2	ALTA.	36	WINNIPEG	342	Nfld.	0			YKN.	0			N.W.T.	0
CALGARY	25	ONT.	25																																										
EDMONTON	11	QUE.	11																																										
HALIFAX	2	N.B.	1																																										
MONTREAL	11	N.S.	1																																										
REGINA	17	P.E.I.	0																																										
TORONTO	41	SASK.	25																																										
VANCOUVER	2	ALTA.	36																																										
WINNIPEG	342	Nfld.	0																																										
		YKN.	0																																										
		N.W.T.	0																																										
CERTIFICATION		<p>SIGNATURE <u>Frank Arnold</u> DATE <u>May 30, 1990</u></p>																																											



Name of Business: 006001 ARNOLD BRDS. TRANSPO Industrial Sector: 456 TRUCK TRANSPORT INDUSTRY Reporting Period: 1989

Location: X National (Canada) Province/Territory

Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	U All Employees	All Employees		Aboriginal Peoples		Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Clerical workers	30000 34999 10000 12499	4 5 21 40	4 3 9 5	2 12 35				1	1		2	1
Sales workers	35000 39999 15000 17499	11 4 1 4	11 4 4 1	1 1 1 1							1	1
Service workers												
Skilled crafts and trades workers	25000 24999 0	1	1									
Noni-skilled manual workers	50000 54999 12500 14999	86 81 41 56	78 80 41 56	8 1 41 56	2 2 1	1 2	1	1	1		1	1
Other manual workers	25000 24999 2500 4999	13 13 1 1	13 13 1 1	8 13 1 1							1	1
TOTAL NUMBER OF EMPLOYEES		488	410	78	6	5	1	4	4		14	13



[illegible]



Employment and Immigration Canada

Form 3 Part A

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

456 TRUCK TRANSPORT INDUSTRIES

006001 ARNOLD BROS. TRANSPORT LT

Industrial Sector:

Location:

X National (Canada) Province/Territory (specify)

Reporting Period: 1989

SALARY RANGES	All Employees				Aboriginal Peoples				Persons with Disabilities				Members of Visible Minorities			
	Men		Women		Total		Men		Total		Men		Total		Men	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13	Col. 14	Col. 15	Col. 16
< \$10,000	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
\$10,000-\$14,999	53	23	30	0	0	0	2	2	0	0	6	5	1			
\$15,000-\$17,499	34	19	15	0	0	0	0	0	0	0	1	1	0			
\$17,500-\$19,999	40	32	8	0	0	0	1	1	0	4	4	0				
\$20,000-\$22,499	26	20	6	0	0	0	0	0	0	1	1	0				
\$22,500-\$24,999	20	17	3	1	1	0	0	0	0	0	0	0				
\$25,000-\$27,499	37	34	3	0	0	0	0	0	0	0	0	0				
\$27,500-\$29,999	34	32	2	1	1	0	0	0	0	0	0	0				
\$30,000-\$34,999	61	61	0	0	0	0	0	0	0	0	1	1				
\$35,000-\$39,999	67	66	1	1	1	0	1	1	0	1	1	1				
\$40,000-\$49,999	108	100	8	3	2	1	0	0	0	0	0	0				
\$50,000-\$69,999	3	3	0	0	0	0	0	0	0	0	0	0				
\$70,000 >	3	2	1	0	0	0	0	0	0	0	0	0				
TOTAL NUMBER OF EMPLOYEES	488	410	78	6	5	1	4	4	0	14	13	1				





Employment and Immigration Canada

Form 4 Part A

Name of Business: 006001 ARNOLD BROS. TRANSPO : Industrial Sector: 456 TRUCK TRANSPORT INDU

Location: X National (Canada) Province/Territory (specify) : Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Col. 1 Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 Col. 10 Col. 11 Col. 12												
Upper-level Managers	1	1	0	0	0	0	0	0	0	0	0	0
Middle or other Managers	8	8	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	37	30	7	2	2	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	32	11	21	0	0	0	0	0	0	0	0	0
Sales workers	13	11	2	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	296	285	11	5	4	1	2	2	0	9	9	0
Other manual workers	28	28	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	415	374	41	7	6	1	2	2	0	9	9	0

# Employment and Immigration Canada

Form 4

Part B

Name of Business:

006001 ARNOLD BROS. TRANSPO

PERMANENT PART-TIME EMPLOYEES HIRED

Form 4

Part B

Location:

X National (Canada)

Province/Territory (specify)

Industrial Sector:

456 TRUCK TRANSPORT INDU

Reporting Period: 1989

## OCCUPATIONAL GROUPS

	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	1	1	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	17	5	12	1	1	0	0	0	0	1	1	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	28	27	1	0	0	0	0	0	0	0	0	0
Other manual workers	10	10	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	56	43	13	1	1	0	0	0	0	1	1	0



Employment and Immigration Canada

Form 5 Part A

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Name of Business: 006001 ARNOLD BROS. TRANSFO : Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIES

Location: X National (Canada) Province/Territory (specify) : Reporting Period: 1989  
Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS

	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Col. 1 Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 Col. 10 Col. 11 Col. 12												
Upper-level managers	1	1	0	0	0	0	0	0	0	0	0	0
Middle or other managers	16	16	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	26	14	12	1	1	0	0	0	0	0	0	0
Foremen/women	2	2	0	0	0	0	0	0	0	0	0	0
Clerical workers	6	2	4	0	0	0	0	0	0	1	0	1
Sales workers	3	1	2	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	3	3	0	1	1	0	0	0	0	0	0	0
Other manual workers	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	58	40	18	2	2	0	0	0	0	1	0	1
TOTAL NUMBER OF PROMOTIONS	58	40	18	2	2	0	0	0	0	1	0	1

# Employment and Immigration Canada

Form 5 Part B

## PERMANENT PART-TIME EMPLOYEES PROMOTED

Name of Business:	006001 ARNOLD BROS. TRANSPD	Province/Territory (specify)		Industrial Sector:		456 TRUCK TRANSPORT INDUSTRIES					
Location:	X National (Canada)		Reporting Period: 1989								
Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)											
OCCUPATIONAL GROUPS	All Employees			Persons with Disabilities			Members of Visible Minorities				
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women		
Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level Managers	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	1	0	1	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	1	0	1	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	1	0	1	0	0	0	0	0	0	0	0

Employment and Immigration Canada

Form 6

Part A

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Name of Business: 006001 ARNOLD BROS. TRANSPO		Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIES									
Location: X National (Canada)		Province/Territory (specify)									
Reporting Period: 1989											
OCCUPATIONAL GROUPS	All Employees			Persons with Disabilities			Members of Visible Minorities				
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women		
Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	2	2	0	1	1	0	0	0	0	0	0
Middle or other managers	11	10	1	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0
Supervisors	17	12	5	0	0	0	0	0	0	0	0
Foremen/women	1	1	0	0	0	0	0	0	0	0	0
Clerical workers	31	13	18	0	0	0	0	0	0	2	1
Sales workers	7	6	1	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	1	1	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	214	209	5	5	5	0	0	0	0	6	0
Other manual workers	31	31	0	0	0	1	1	0	1	1	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	315	285	30	6	6	1	1	0	9	8	1



Employment and Immigration Canada

Form 6 Part B

PERMANENT PART-TIME EMPLOYEES TERMINATED

Name of Business:	006001 ARNOLD BROS. TRANSPO		Industrial Sector:		456 TRUCK TRANSPORT INDUSTRIES							
Location:	X National (Canada) Province/Territory (specify)		Reporting Period:		1989							
OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	12	4	8	1	1	0	0	0	0	1	1	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	16	15	1	0	0	0	0	0	0	0	0	0
Other manual workers	6	6	0	0	0	0	1	1	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	34	25	9	1	1	0	1	1	0	1	1	0











# Employment and Immigration Canada

Form 3 Part A

Name of Business: 006001 ARNOLD BROS. TRANSPORT LT Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIES

Location: National (Canada) X Province/Territory (specify) 14 MANITOBA Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1 Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 Col. 10 Col. 11 Col. 12												
< \$10,000	1	0	1	0	0	0	0	0	0	0	0	0
\$10,000-\$14,999	43	19	24	0	0	0	2	2	0	6	5	1
\$15,000-\$17,499	32	17	15	0	0	0	0	0	0	1	1	0
\$17,500-\$19,999	31	26	5	0	0	0	1	1	0	4	4	0
\$20,000-\$22,499	17	13	4	0	0	0	0	0	0	1	1	0
\$22,500-\$24,999	13	12	1	1	1	0	0	0	0	0	0	0
\$25,000-\$27,499	24	21	3	0	0	0	0	0	0	0	0	0
\$27,500-\$29,999	19	19	0	0	0	0	0	0	0	0	0	0
\$30,000-\$34,999	33	33	0	0	0	0	0	0	0	1	1	0
\$35,000-\$39,999	39	39	0	1	1	0	0	0	0	1	1	0
\$40,000-\$49,999	75	68	7	3	2	1	0	0	0	0	0	0
\$50,000-\$69,999	1	1	0	0	0	0	0	0	0	0	0	0
\$70,000 >	2	2	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	330	270	60	5	4	1	3	3	0	14	13	1

Form 3 Part B  
456 TRUCK TRANSPORT INDUSTRIES

## CALADY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Name of Business: 006001 ARNOLD BROS. TRANSPORT LT

**Industrial Sector:**

National	(Canada)	X Province/Territory (specify)	14 MANITOBA
----------	----------	--------------------------------	-------------

Reporting Period: 1989

**Location:**

[illegible]

Employment and Immigration Canada

Form 4 Part A

PERMANENT FULL-TIME EMPLOYEES HIRED

Name of Business:		004001 ARNOLD BROS. TRANSP		Industrial Sector:		456 TRUCK TRANSPORT INDU					
Location:		National (Canada) X Province/Territory (specify)		14 MANITOBA		Reporting Period: 1989					
OCCUPATIONAL GROUPS	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities				
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women		
Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level Managers	1	0	0	0	0	0	0	0	0	0	0
Middle or other Managers	3	3	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0
Supervisors	26	23	3	1	1	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	19	9	10	0	0	0	0	0	0	0	0
Sales workers	5	3	2	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	174	165	9	4	3	1	1	1	0	5	0
Other manual workers	10	10	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	238	214	24	5	4	1	1	1	0	5	0



Employment and Immigration Canada

Form 4 Part B

PERMANENT PART-TIME EMPLOYEES HIRED

Name of Business:	006001 ARNOLD BROS. TRANSPO										Industrial Sector: 456 TRUCK TRANSPORT INDU									
Location:	National (Canada) X Province/Territory (specify) 14 MANITOBA										Reporting Period: 1989									
OCCUPATIONAL GROUPS	All Employees				Aboriginal Peoples				Persons with Disabilities				Visible Minorities							
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women								
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12								
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0								
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0								
Professionals	0	0	0	0	0	0	0	0	0	0	0	0								
Seni-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0								
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0								
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0								
Clerical workers	16	5	11	1	1	0	0	0	0	1	1	0								
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0								
Service workers	0	0	0	0	0	0	0	0	0	0	0	0								
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0								
Semi-skilled manual workers	16	15	1	0	0	0	0	0	0	0	0	0								
Other manual workers	1	1	0	0	0	0	0	0	0	0	0	0								
TOTAL NUMBER OF EMPLOYEES HIRED	33	21	12	1	1	0	0	0	0	1	1	0								

## Employment and Immigration Canada

Form 5

Part A

## PERMANENT FULL-TIME EMPLOYEES PROMOTED

Name of Business:		006001 ARNOLD BROS. TRANSPO		National (Canada) X Province/Territory (specify)		14 MANITOBA		Industrial Sector:		456 TRUCK TRANSPORT INDUSTRIES		Reporting Period:		1989		
Location:		National (Canada) X Province/Territory (specify)		14 MANITOBA		Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)		Persons with Disabilities		Members of Visible Minorities						
OCCUPATIONAL GROUPS	All Employees		Aboriginal Peoples		Total Number		Men		Women		Total Number		Men		Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13	Col. 14	Col. 15	Col. 16
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Seni-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	21	12	9	0	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	5	1	4	0	0	0	0	0	0	0	0	1	0	1	0	1
Sales workers	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Seni-skilled manual workers	3	3	0	1	1	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	40	26	14	1	1	0	0	0	0	0	0	1	0	1	0	1
TOTAL NUMBER OF PROMOTIONS	40	26	14	1	1	0	0	0	0	0	0	1	0	1	0	1

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5

Part B

Name of Business:	006001 ARNOLD BROS. TRANSPO		Industrial Sector:		456 TRUCK TRANSPORT INDUSTRIES						
Location:	National (Canada) X Province/Territory (specify) 14 MANITOBA		Reporting Period:		1989						
Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)											
OCCUPATIONAL GROUPS	All Employees			Persons with Disabilities			Members of Visible Minorities				
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women		
Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level Managers	0	0	0	0	0	0	0	0	0	0	0
Middle or other Managers	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	1	0	1	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	1	0	1	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	1	0	1	0	0	0	0	0	0	0	0

## Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED

## Form 6 Part A

## Part A

Name of Business: 006001 ARNOLD BROS. TRANSPD

**Industrial Sector:**

TRUCK TRANSPORT INDUSTRIES

Location: National (Canada) X Province/Territory (specify) 14 MANITOBA

: Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Upper-level managers	2	2	0	1	1	0	0	0	0	0	0	
Middle or other managers	3	2	1	0	0	0	0	0	0	0	0	
Professionals	0	0	0	0	0	0	0	0	0	0	0	
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	
Supervisors	11	8	3	0	0	0	0	0	0	0	0	
Foremen/women	1	1	0	0	0	0	0	0	0	0	0	
Clerical workers	17	7	10	0	0	0	0	0	2	1	1	
Sales workers	3	2	1	0	0	0	0	0	0	0	0	
Service workers	0	0	0	0	0	0	0	0	0	0	0	
Skilled crafts and trades workers	1	1	0	0	0	0	0	0	0	0	0	
Semi-skilled manual workers	134	130	4	4	4	0	0	0	2	2	0	
Other manual workers	11	11	0	0	0	0	1	1	0	1	0	
TOTAL NUMBER OF EMPLOYEES TERMINATED	183	164	19	5	5	0	1	1	5	4	1	



Employment and Immigration Canada

Form 6 Part B

PERMANENT PART-TIME EMPLOYEES TERMINATED

Name of Business: 004001 ARNOLD BROS. TRANSP		Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIES										
Location: National (Canada) X Province/Territory (specify) 14 MANITOBA		Reporting Period: 1989										
OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	
Professionals	0	0	0	0	0	0	0	0	0	0	0	
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	
Supervisors	0	0	0	0	0	0	0	0	0	0	0	
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	
Clerical workers	11	4	7	1	1	0	0	0	0	1	1	
Sales workers	0	0	0	0	0	0	0	0	0	0	0	
Service workers	0	0	0	0	0	0	0	0	0	0	0	
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	
Semi-skilled manual workers	8	7	1	0	0	0	0	0	0	0	0	
Other manual workers	1	1	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES TERMINATED	20	12	8	1	1	0	0	0	0	1	1	



Name of Business:		Industrial Sector:		456 TRUCK TRANSPORT INDUSTRIES		Reporting Period:		1989	
Location:		National (Canada)		Province/Territory		X Designated CMA		08 WINNIPEG	
OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees		Aboriginal Peoples		Persons with Disabilities		Visible Minorities	
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9
	Col 10	Col 11	Col 12	Col 13	Col 14	Col 15	Col 16	Col 17	Col 18
Clerical workers	30000	1	1	1					
	34999	13	7	6					
	10000	34	5	29					
	12499								
Sales workers	30000	2	2						
	34999								
	10000	4		4					
	17499								
Service workers	30000								
	34999								
	10000								
	17499								
Skilled crafts and trades workers	22500	1	1						
	24999								
	0								
	0								
Semi-skilled manual workers	45000	92	83	7	4	3	1		
	49999	18	18						
	12500	48	48						
	14999								
Other manual workers	22500	3	3						
	24999	7	7						
	12500								
	14999								
TOTAL NUMBER OF EMPLOYEES		320	261	59	5	4	1	3	3
								14	13
									1











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**EMPLOYMENT EQUITY ACT**  
1990: ANNUAL REPORT  
FOR THE YEAR ENDING DECEMBER 1989

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**LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI**  
1990: RAPPORT ANNUEL  
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



**ATOMIC TRANSPORTATION  
SYSTEM INC.**

6002

Canada



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Ottawa (Canada) K1A 0S9

I D E N T I F I C A T I O N	NAME OF EMPLOYER	FULL LEGAL NAME ATOMIC TRANSPORTATION SYSTEM INC.		COMMON OR BUSINESS NAME ATOMIC TRANSPORTATION SYSTEM INC.	
	ADDRESS	ADDRESS OF PRINCIPAL PLACE OF BUSINESS 2070 LOGAN AVENUE WINNIPEG, MANITOBA		MAILING ADDRESS P.O. BOX 1045 WINNIPEG, MANITOBA R3C 2X6	
	OFFICERS	NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER MR. R.R. ENGEL		NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY MR. D.L. DEWALT	
	POSITION	POSITION TITLE PRESIDENT & GENERAL MANAGER		POSITION TITLE COMPTROLLER	AREA CODE TELEPHONE NUMBER 204 633 - 9320

R E P O R T  S U M M A R Y	INDUSTRIAL    SECTOR(S)	INDUSTRIAL SECTOR 1	NO. OF EMPLOYEES 511	GEOGRAPHICAL  AREAS  (INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)	DESIGNATED CMAs	PROVINCES/TERRITORIES		
		TRUCK TRANSPORT INDUSTRIES	0		CALGARY	35	ONT.	73
		INDUSTRIAL SECTOR 2	0		EDMONTON	31	QUE.	0
		INDUSTRIAL SECTOR 3	0		HALIFAX	0	N.S.	0
		INDUSTRIAL SECTOR 4	0		REGINA	30	N.B.	0
					MONTREAL	0	MAN.	270
					TORONTO	73	B.C.	36
					VANCOUVER	36	P.E.I.	0
					WINNIPEG	265	SASK.	66
							ALTA.	66
EMPLOYMENT	NUMBER OF PERMANENT EMPLOYEES	NUMBER OF PERMANENT EMPLOYEES	NUMBER OF TEMPORARY EMPLOYEES	TOTAL EMPLOYEES IN CANADA			511	
STATUS	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES	EMPLOYEES					
CATEGORIES	420	86	0					

C E R T I F I C A T I O N	CERTIFICATION	I, (Name) <u>D.L. Dewalt</u> , HEREBY CERTIFY ON BEHALF OF (Name of Employer) <u>Atomic Transportation System Inc.</u> THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.		CORPORATE
	OF			SEAL
	ACCURACY			
	DATE	<u>July 11, 1990</u>	SIGNATURE	<u>Doug Dewalt</u>







Name of Business:		006002 ATOMIC TRANSPORTATIO		Industrial Sector:		456 TRUCK TRANSPORT INDUSTRIE		Reporting Period:		1989				
Location:		X National (Canada)		Province/Territory				Designated CMA						
OCCUPATIONAL GROUPS	Top and bottom of salary range	Total	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Number	Men	Women	Number	Men	Women	Number	Men	Women	Number	Men	Women	
		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	35000	4	1	1										
	39999	13	1	1										
	10000	2	25	9	16						2	1	1	
	12499	11	33		33						2		2	
Sales workers	45000	4	1	1										
	49999	13	3	2	1									
	20000	2	13	11	2						1	1		
	22499	11	10	8	2									
Service workers		4												
		13												
		2												
		11												
Skilled crafts and trades workers	27500	4	1	1										
	29999	13												
	0	2												
	0	11												
Semi-skilled manual workers	55000	4	10	10		1	1							
	59999	13	79	79		1	1							
	5000	2	102	102		1	1		1	1		1	1	
	7499	11	13	13							1	1		
Other manual workers	40000	4	4	4										
	44999	13	14	14										
	10000	2	22	22							3	3		
	12499	11	9	9										
TOTAL NUMBER OF EMPLOYEES			420	360	60	3	3		2	2		12	8	4



Name of Business:		006002 ATOMIC TRANSPORTATIO		Industrial Sector:		456 TRUCK TRANSPORT (INDUSTRIE		Reporting Period:		1989				
Location:		X National (Canada)		Province/Territory		Designated CMA								
OCCUPATIONAL GROUPS	Top and bottom of salary range:	Q	All Employees		Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
		U	Total		Total			Total			Total			
		R	Number:	Men	Women	Number:	Men	Women	Number:	Men	Women	Number:	Men	Women
		T												
			Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Clerical workers	12500	4	3		3									
	14999	3	4		4									
	0	2	9	2	7							1		1
	2499	1	3	1	2							1	1	
Sales workers		4												
		3												
		2												
		1												
Service workers		4												
		3												
		2												
		1												
Skilled crafts and trades workers		4												
		3												
		2												
		1												
Semi-skilled manual workers	27500	4	3	3										
	29999	3	1	1										
	0	2	3	3										
	2499	1	13	12	1									
Other manual workers	20000	4	3	3										
	22499	3	7	7										
	0	2	22	22								1	1	
	2499	1	15	15										
TOTAL NUMBER OF EMPLOYEES			86	69	17							3	2	1

## Employment and Immigration Canada

## SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3

Part A

Name of Business:	006002 ATOMIC TRANSPORTATION SYS						Industrial Sector:	456 TRUCK TRANSPORT INDUSTRIES					
Location:	X National (Canada) Province/Territory (specify)										Reporting Period: 1989		
SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
< \$10,000	3	3	0	0	0	0	0	0	0	0	0	0	
\$10,000-\$14,999	18	10	8	0	0	0	0	0	0	0	1	1	
\$15,000-\$17,499	21	8	13	0	0	0	0	0	0	0	1	0	
\$17,500-\$19,999	26	9	17	0	0	0	0	0	0	0	3	2	
\$20,000-\$22,499	27	20	7	0	0	0	0	0	0	0	2	2	
\$22,500-\$24,999	35	29	6	1	1	0	1	1	0	0	3	1	
\$25,000-\$27,499	48	44	4	0	0	0	0	0	0	0	0	0	
\$27,500-\$29,999	61	60	1	0	0	0	0	0	0	0	0	0	
\$30,000-\$34,999	78	75	3	0	0	0	1	1	0	0	1	1	
\$35,000-\$39,999	54	53	1	0	0	0	0	0	0	0	0	0	
\$40,000-\$49,999	40	40	0	2	2	0	0	0	0	0	1	1	
\$50,000-\$69,999	6	6	0	0	0	0	0	0	0	0	0	0	
\$70,000 >	3	3	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES	420	360	60	3	3	0	2	2	0	0	12	8	



## Form 3                      Part B

Name of Business:		006002 ATOMIC TRANSPORTATION SYS						Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIES					
Location:		X National (Canada) Province/Territory (specify)						Reporting Period: 1989					
SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
< \$2,500	9	8	1	0	0	0	0	0	0	0	1	1	0
\$2,500-\$4,999	19	16	3	0	0	0	0	0	0	0	1	0	1
\$5,000-\$7,499	21	15	6	0	0	0	0	0	0	0	0	0	0
\$7,500-\$9,999	13	9	4	0	0	0	0	0	0	0	0	0	0
\$10,000-\$12,499	9	8	1	0	0	0	0	0	0	0	1	1	0
\$12,500-\$14,999	5	3	2	0	0	0	0	0	0	0	0	0	0
\$15,000-\$17,499	4	4	0	0	0	0	0	0	0	0	0	0	0
\$17,500-\$19,999	1	1	0	0	0	0	0	0	0	0	0	0	0
\$20,000-\$24,999	4	4	0	0	0	0	0	0	0	0	0	0	0
\$25,000-\$29,999	1	1	0	0	0	0	0	0	0	0	0	0	0
\$30,000-\$39,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0	0	0	0	0
> \$50,000	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	86	69	17	0	0	0	0	0	0	0	3	2	1

## PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4 Part A

Name of Business:		006002 ATOMIC TRANSPORTATIO						Industrial Sector:		456 TRUCK TRANSPORT INDU					
Location:		X National (Canada) Province/Territory (specify)						Reporting Period: 1989							
OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities					
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women			
	Number			Number			Number			Number					
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12			
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0			
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0			
Professionals	1	1	0	0	0	0	0	0	0	0	0	0			
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0			
Supervisors	2	1	1	0	0	0	0	0	0	0	0	0			
Foremen/women	6	6	0	0	0	0	0	0	0	0	0	0			
Clerical workers	30	7	23	0	0	0	0	0	0	1	0	1			
Sales workers	13	9	4	0	0	0	0	0	0	0	0	0			
Service workers	0	0	0	0	0	0	0	0	0	0	0	0			
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0			
Semi-skilled manual workers	87	87	0	4	4	0	0	0	0	0	0	0			
Other manual workers	31	31	0	0	0	0	0	0	0	3	3	0			
TOTAL NUMBER OF EMPLOYEES HIRED	170	142	28	4	4	0	0	0	0	4	3	1			

PERMANENT PART-TIME EMPLOYEES HIRED

56 TRUCK TRANSPORT INDU

Name of Business:				Industrial Sector:										
Location:				Province/Territory (specify)							Reporting Period: 1989			
OCCUPATIONAL  GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities				
	Total			Total			Total			Total				
	Number	Men	Women	Number	Men	Women	Number	Men	Women	Number	Men	Women		
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12		
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0		
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0		
Professionals	0	0	0	0	0	0	0	0	0	0	0	0		
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0		
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0		
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0		
Clerical workers	19	1	18	0	0	0	0	0	0	1	1	0		
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0		
Service workers	0	0	0	0	0	0	0	0	0	0	0	0		
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0		
Semi-skilled manual workers	39	38	1	0	0	0	0	0	0	0	0	0		
Other manual workers	72	72	0	0	0	0	0	0	0	3	3	0		
TOTAL NUMBER OF EMPLOYEES HIRED	130	111	19	0	0	0	0	0	0	4	4	0		





PERMANENT PART-TIME EMPLOYEES PROMOTED

66 TRUCK TRANSPORT INDUSTRIES

[illegible]

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Form 6

Part A

Name of Business:		006002 ATOMIC TRANSPORTATIO						Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIES								
Location:		X National (Canada) Province/Territory (specify)						Reporting Period: 1989								
OCCUPATIONAL	All Employees	Aboriginal Peoples						Persons with Disabilities			Members of Visible Minorities					
GROUPS	Total				Total				Total				Total			
	Number	Men	Women		Number	Men	Women		Number	Men	Women		Number	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12				
Upper-level managers	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Professionals	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Supervisors	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
Foremen/women	4	3	1	0	0	0	0	0	0	0	0	0	0	0	0	
Clerical workers	19	2	17	0	0	0	0	0	0	0	1	0	1			
Sales workers	11	9	2	0	0	0	0	0	0	0	0	0	0	0	0	
Service workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Semi-skilled manual workers	77	77	0	3	3	0	0	0	0	0	0	0	0	0	0	
Other manual workers	15	15	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES TERMINATED	129	109	20	3	3	0	0	0	0	0	1	0	1			







Name of Business:		006002 ATOMIC TRANSPORTATIO		Industrial Sector:		456 TRUCK TRANSPORT INDUSTRIE		Reporting Period:		1989			
Location:		National (Canada)		X Province/Territory		14 MANITOBA		Designated CMA					
OCCUPATIONAL GROUPS	Top and bottom of salary range:	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities					
		Total		Total		Total		Total					
		Number	Men	Women	Number	Men	Women	Number	Men	Women	Number	Men	Women
		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Clerical workers	35000	1	1										
	39999	1	1										
	10000	6	2	4						2	1	1	
	12499	22		22						2			2
Sales workers	30000	2	2								1	1	
	34999	1	1										
	25000	3	2	1									
	27499	1	1	1									
Service workers													
Skilled crafts and trades workers													
Semi-skilled manual workers	55000	7	7		1	1							
	59999	53	53		1	1							
	5000	59	59					1	1		1	1	
	7499	12	12								1	1	
Other manual workers	27500	8	8										
	29999	5	5										
	10000	5	5										
	12499	4	4										
TOTAL NUMBER OF EMPLOYEES		234	203	31	2	2		2	2		9	5	4



Name of Business:		006002 ATOMIC TRANSPORTATIO		Industrial Sector:		456 TRUCK TRANSPORT INDUSTRIE		Reporting Period:		1989			
Location:		National (Canada)		X Province/Territory		14 MANITOBA		Designated CMA					
OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities					
		Total		Total		Total		Total					
		Number	Men	Women	Number	Men	Women	Number	Men	Women	Number	Men	Women
		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Clerical workers	12500	4	3		3								
	14999	3	2		2								
	0	2	3	1	2								
	2499	1	3	1	2						2	1	1
Sales workers		4											
		3											
		2											
		1											
Service workers		4											
		3											
		2											
		1											
Skilled crafts and trades workers		4											
		3											
		2											
		1											
Semi-skilled manual workers	27500	4	3	3									
	29999	3											
	0	2	2	2									
	2499	1	13	12	1								
Other manual workers	10000	4	1	1									
	12499	3											
	7500	2											
	9999	1	1	1									
TOTAL NUMBER OF EMPLOYEES			31	21	10						2	1	1

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3

Part A

Name of Business:		006002 ATOMIC TRANSPORTATION SYS						Industrial Sector:		456 TRUCK TRANSPORT INDUSTRIES					
Location:		National (Canada)X Province/Territory (specify) 14 MANITOBA						Reporting Period:		1989					
SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities					
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women			
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12			
< \$10,000	2	2	0	0	0	0	0	0	0	0	0	0			
\$10,000-\$14,999	16	10	6	0	0	0	0	0	0	1	1	0			
\$15,000-\$17,499	16	8	8	0	0	0	0	0	0	1	0	1			
\$17,500-\$19,999	11	2	9	0	0	0	0	0	0	2	1	1			
\$20,000-\$22,499	10	9	1	0	0	0	0	0	0	0	0	0			
\$22,500-\$24,999	21	17	4	0	0	0	1	1	0	3	1	2			
\$25,000-\$27,499	25	23	2	0	0	0	0	0	0	0	0	0			
\$27,500-\$29,999	29	28	1	0	0	0	0	0	0	0	0	0			
\$30,000-\$34,999	37	37	0	0	0	0	1	1	0	1	1	0			
\$35,000-\$39,999	31	31	0	0	0	0	0	0	0	0	0	0			
\$40,000-\$49,999	29	29	0	2	2	0	0	0	0	1	1	0			
\$50,000-\$69,999	4	4	0	0	0	0	0	0	0	0	0	0			
\$70,000 >	3	3	0	0	0	0	0	0	0	0	0	0			
TOTAL NUMBER OF EMPLOYEES	234	203	31	2	2	0	2	2	0	9	5	4			



## Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3

Part B

Name of Business: 006002 ATOMIC TRANSPORTATION SYS

Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIES

Location: National (Canada) ☒ Province/Territory (specify) 14 MANITOBA

: Reporting Period: 1989

[illegible]

## PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4

Part A

Name of Business:		006002 ATOMIC TRANSPORTATIO						Industrial Sector:		456 TRUCK TRANSPORT INDU				
Location:		National (Canada) X Province/Territory (specify) 14 MANITOBA						Reporting Period:		1989				
OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities				
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women		
	Number			Number			Number			Number				
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12		
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0		
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0		
Professionals	1	1	0	0	0	0	0	0	0	0	0	0		
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0		
Supervisors	1	1	0	0	0	0	0	0	0	0	0	0		
Foremen/women	2	2	0	0	0	0	0	0	0	0	0	0		
Clerical workers	13	2	11	0	0	0	0	0	0	1	0	1		
Sales workers	2	1	1	0	0	0	0	0	0	0	0	0		
Service workers	0	0	0	0	0	0	0	0	0	0	0	0		
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0		
Semi-skilled manual workers	66	66	0	3	3	0	0	0	0	0	0	0		
Other manual workers	7	7	0	0	0	0	0	0	0	0	0	0		
TOTAL NUMBER OF EMPLOYEES HIRED	92	80	12	3	3	0	0	0	0	1	0	1		

## PERMANENT PART-TIME EMPLOYEES HIRED

Form 4

Part 8

Name of Business: 006002 ATOMIC TRANSPORTATIO				Industrial Sector: 456 TRUCK TRANSPORT INDU										
Location: National (Canada) X Province/Territory (specify) 14 MANITOBA				Reporting Period: 1989										
OCCUPATIONAL	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities				
GROUPS	Total			Total			Total			Total				
	Number	Men	Women	Number	Men	Women	Number	Men	Women	Number	Men	Women		
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12		
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0		
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0		
Professionals	0	0	0	0	0	0	0	0	0	0	0	0		
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0		
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0		
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0		
Clerical workers	10	1	9	0	0	0	0	0	0	1	1	0		
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0		
Service workers	0	0	0	0	0	0	0	0	0	0	0	0		
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0		
Semi-skilled manual workers	27	26	1	0	0	0	0	0	0	0	0	0		
Other manual workers	3	3	0	0	0	0	0	0	0	0	0	0		
TOTAL NUMBER OF EMPLOYEES HIRED	40	30	10	0	0	0	0	0	0	1	1	0		





## Part B

[illegible]

## Employment and Immigration Canada

## PERMANENT FULL-TIME EMPLOYEES TERMINATED

Form 6

Part A

Name of Business:		006002 ATOMIC TRANSPORTATIO						Industrial Sector:		456 TRUCK TRANSPORT INDUSTRIES						
Location:		National (Canada) X Province/Territory (specify) 14 MANITOBA						Reporting Period:		1989						
OCCUPATIONAL	All Employees	Aboriginal Peoples						Persons with Disabilities			Members of Visible Minorities					
GROUPS	Total				Total				Total				Total			
	Number	Men	Women	Number	Men	Women	Number	Men	Women	Number	Men	Women				
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12				
Upper-level managers	1	1	0	0	0	0	0	0	0	0	0	0	0			
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0	0			
Professionals	1	1	0	0	0	0	0	0	0	0	0	0	0			
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0	0			
Supervisors	1	1	0	0	0	0	0	0	0	0	0	0	0			
Foremen/women	1	1	0	0	0	0	0	0	0	0	0	0	0			
Clerical workers	13	2	11	0	0	0	0	0	0	0	1	0	1			
Sales workers	1	1	0	0	0	0	0	0	0	0	0	0	0			
Service workers	0	0	0	0	0	0	0	0	0	0	0	0	0			
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0	0			
Semi-skilled manual workers	62	62	0	3	3	0	0	0	0	0	0	0	0			
Other manual workers	4	4	0	0	0	0	0	0	0	0	0	0	0			
TOTAL NUMBER OF EMPLOYEES TERMINATED	84	73	11	3	3	0	0	0	0	0	1	0	1			

## PERMANENT PART-TIME EMPLOYEES TERMINATED

Part 8

[illegible]

Location: National (Canada) Province/Territory X Designated CMA 08 WINNIPEG

[illegible]



Name of Business:		006002 ATOMIC TRANSPORTATIO		Industrial Sector:		456 TRUCK TRANSPORT INDUSTRIES		Reporting Period:		1989				
Location:		National (Canada)		Province/Territory				X Designated CMA		OR WINNIPEG				
OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
		Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	35000	4	1	1										
	39999	13	1	1										
	10000	2	6	2	4						2	1	1	
	12499	11	22		22						2		2	
Sales workers	30000	4	2	2							1	1		
	34999	13	1	1										
	25000	12	3	2	1									
	27499	11	1		1									
Service workers		4												
		13												
		12												
		11												
Skilled crafts and trades workers		4												
		13												
		12												
		11												
Semi-skilled manual workers	55000	4	7	7		1	1							
	59999	13	53	53		1	1							
	5000	12	56	56					1	1		1	1	
	7499	11	12	12							1		1	
Other manual workers	27500	4	7	7										
	29999	13	5	5										
	10000	12	5	5										
	12499	11	4	4										
TOTAL NUMBER OF EMPLOYEES			229	198	31	2	2		2	2		9	5	4

[illegible]









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**EMPLOYMENT EQUITY ACT**  
1990: ANNUAL REPORT  
FOR THE YEAR ENDING DECEMBER 1989

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**LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI**  
1990: RAPPORT ANNUEL  
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



**BUCKERFIELD'S  
LIMITED**

6007

Canada

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Ottawa (Canada) K1A 0S9

I D E N T I F I C A T I O N	NAME OF EMPLOYER	FULL LEGAL NAME BUCKERFIELD'S LIMITED	COMMON OR BUSINESS NAME BUCKERFIELD'S LIMITED
	ADDRESS	32885 VENTURA AVE. ABBOTSFORD, B.C.	P.O. BOX 1030 ABBOTSFORD, B.C. V1S 5B5
O F F I C E R S	NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER	NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY	
	MR. T. COOPER	MR. D.C. SMITH	
P O S I T I O N	POSITION TITLE	POSITION TITLE	AREA CODE TELEPHONE NUMBER
	GENERAL MANAGER	DIRECTOR OF FINANCE & ADMIN	604 852 - 9286

R E P O R T S U M M A R Y	INDUSTRIAL       SECTOR(S)	INDUSTRIAL SECTOR 1	NO. OF EMPLOYEES	GEOGRAPHICAL       LOCATED IN EACH AREA)	DESIGNATED CMAs	PROVINCES/TERRITORIES				
		FLOUR CEREAL FOOD & FEED	115		CALGARY	0	ONT.	0		
		INDUSTRIAL SECTOR 2	NO. OF EMPLOYEES		EDMONTON	0	QUE.	0		
		0	AREAS		HALIFAX	0	N.S.	0		
		INDUSTRIAL SECTOR 3	NO. OF EMPLOYEES		MONTREAL	0	N.B.	0		
		0	(INDICATE NUMBER OF EMPLOYEES		REGINA	0	MAN.	0		
		INDUSTRIAL SECTOR 4	NO. OF EMPLOYEES		TORONTO	0	B.C.	115		
		0	LOCATED IN EACH AREA)		WINNIPEG	0	P.E.I.	0		
		EMPLOYMENT	NUMBER OF PERMANENT EMPLOYEES		NUMBER OF PERMANENT EMPLOYEES	NUMBER OF TEMPORARY EMPLOYEES	VANCOUVER	115	Nfld	0
		STATUS	FULL-TIME EMPLOYEES		PART-TIME EMPLOYEES	EMPLOYEES	WINNIPEG	0	YKN	0
CATEGORIES	101	3	3	TOTAL EMPLOYEES IN CANADA		115				

C E R T I F I C A T I O N	CERTIFICATION	I, (Name) <u>L. OUTHWAITE</u> , HEREBY CERTIFY ON BEHALF OF	
		(Name of Employer) <u>BUCKERFIELD'S LIMITED</u> , THAT THE	
O F A C C U R A C Y	OF   ACCURACY	INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN	
		EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.	
		DATE <u>June 21/90</u>	SIGNATURE <u>L. Outhwaite</u>

Revised



I D E N T I F I C A T I O N	NAME OF EMPLOYER	FULL LEGAL NAME BUCKERFIELD'S LIMITED	COMMON OR BUSINESS NAME BUCKERFIELD'S LIMITED
	ADDRESS	ADDRESS OF PRINCIPAL PLACE OF BUSINESS 32885 VENTURA AVE. ABBOTSFORD, B.C.	MAILING ADDRESS P.O. BOX 1030 ABBOTSFORD, B.C. V2S 5B5
	OFFICERS	NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER MR. T. COOPER	NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY MR. D.C. SMITH
	POSITION	POSITION TITLE GENERAL MANAGER	POSITION TITLE DIRECTOR OF FINANCE & ADMIN
		AREA CODE	TELEPHONE NUMBER 604 852 - 9286

R E P O R T S U M M A R Y	INDUSTRIAL SECTOR(S)	INDUSTRIAL SECTOR 1 FLOUR CEREAL FOOD & FEED	NO. OF EMPLOYEES 115	GEOGRAPHICAL AREAS (INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)	DESIGNATED CMAs	PROVINCES/TERRITORIES	
					CALGARY	0	ONT. 0
					EDMONTON	0	QUE. 0
					HALIFAX	0	N.S. 0
					MONTREAL	0	N.B. 0
					REGINA	0	MAN. 0
					TORONTO	0	B.C. 115
					VANCOUVER	115	P.E.I. 0
					WINNIPEG	0	SASK. 0
							ALTA. 0
							Nfld 0
							Yuk 0
							N.W.T. 0
	EMPLOYMENT STATUS CATEGORIES	NUMBER OF PERMANENT FULL-TIME EMPLOYEES	NUMBER OF PERMANENT PART-TIME EMPLOYEES	NUMBER OF TEMPORARY EMPLOYEES			
		101	3	3			
					TOTAL EMPLOYEES IN CANADA		115

C E R T I F I C A T I O N	CERTIFICATION	I, (Name) <u>DONALD C. SMITH</u> , HEREBY CERTIFY ON BEHALF OF (Name of Employer) <u>BUCKERFIELD'S LIMITED</u> , THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.	
	OF		
	ACCURACY		
		DATE <u>May 22, 1990</u>	SIGNATURE <u>DC Smith</u>

Employment and Immigration Canada  
OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2

Part A Page 1

Name of Business:		006007 SUCKERFIELD'S LIMITE		Industrial Sector:		105 FLOUR CEREAL FOOD & FEED		Reporting Period:		1989				
Location:		X National (Canada)		Province/Territory				Designated CMA						
OCCUPATIONAL GROUPS		Top and bottom of salary range:	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		A	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
		B	Number			Number			Number			Number		
		C												
		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers		65000	4	1	1									
		69999	3											
		0	2											
		0	1											
Middle or other managers		45000	4	4	4							1	1	
		49999	3	6	6									
		30000	2	2	2									
		34999	1	1	1									
Professionals		50000	4	1	1									
		54999	3											
		45000	2											
		49999	1	1	1				1	1				
Semi-professionals and technicians		22500	4	1		1								
		24999	3											
		0	2											
		0	1											
Supervisors		45000	4	1	1									
		49999	3											
		25000	2	2	1	1								
		27499	1	3		3								
Foremen/women		35000	4	1	1									
		39999	3	1	1									
		30000	2	4	4									
		34999	1	1	1				1	1				

Name of Business: 005007 BUCKERFIELD'S LIMITE Industrial Sector: 105 FLOUR CEREAL FOOD & FEED Reporting Period: 1989

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total			Total			Total			Total		
		Number	Men	Women	Number	Men	Women	Number	Men	Women	Number	Men	Women
		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Clerical workers	35000	4	1	1									
	39999	3	3	2	1								
	12500	2	7		7								
	14999	1	4		4								
Sales workers	35000	4	3	2	1								
	39999	3	1	1				1	1				
	25000	2	4	4									
	27499	1	1	1									
Service workers		4											
		3											
		2											
		1											
Skilled crafts and trades workers	35000	4	1	1									
	39999	3	2	2									
	30000	2	1	1									
	34999	1	3	3									
Semi-skilled manual workers	35000	4	1	1									
	39999	3											
	30000	2											
	34999	1	11	11				2	2				
Other manual workers	30000	4	20	20									
	34999	3	5	5		1	1				1	1	
	22500	2											
	24999	1	3		3			1		1			
TOTAL NUMBER OF EMPLOYEES			101	80	21	1	1		6	5	1	2	2

Location:	<input checked="" type="checkbox"/> National (Canada)	Province/Territory	Designated CMA
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[illegible]



Name of Business: 006007 BUCKERFIELD'S LIMITE ;Industrial Sector: 105 FLOUR CEREAL FOOD &amp; FEED;Reporting Period: 1989

Location: ☒ National (Canada) ☐ Province/Territory ☐ Designated CMA[illegible]



## Employment and Immigration Canada

## SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3

Part A

Name of Business:		006007 BUCKERFIELD'S LIMITED									Industrial Sector:		105 FLOUR CEREAL FOOD & FEED	
Location:		X National (Canada) Province/Territory (specify)									Reporting Period:		1989	
SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities				
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women		
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12		
< \$10,000	0	0	0	0	0	0	0	0	0	0	0	0		
\$10,000-\$14,999	1	0	1	0	0	0	0	0	0	0	0	0		
\$15,000-\$17,499	0	0	0	0	0	0	0	0	0	0	0	0		
\$17,500-\$19,999	5	0	5	0	0	0	0	0	0	0	0	0		
\$20,000-\$22,499	4	0	4	0	0	0	0	0	0	0	0	0		
\$22,500-\$24,999	5	0	5	0	0	0	1	0	1	0	0	0		
\$25,000-\$27,499	7	3	4	0	0	0	0	0	0	0	0	0		
\$27,500-\$29,999	0	0	0	0	0	0	0	0	0	0	0	0		
\$30,000-\$34,999	51	50	1	1	1	0	4	4	0	1	1	0		
\$35,000-\$39,999	14	13	1	0	0	0	0	0	0	0	0	0		
\$40,000-\$49,999	12	12	0	0	0	0	1	1	0	1	1	0		
\$50,000-\$69,999	2	2	0	0	0	0	0	0	0	0	0	0		
\$70,000 >	0	0	0	0	0	0	0	0	0	0	0	0		
TOTAL NUMBER OF EMPLOYEES	101	80	21	1	1	0	5	5	1	2	2	0		

## Employment and immigration Canada

## SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3

Part B

Name of Business:		006007 BUCKERFIELD'S LIMITED		Industrial Sector:		105 FLOUR CEREAL FOOD & FEED							
Location:		X National (Canada) Province/Territory (specify)		Reporting Period: 1989									
SALARY  RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
< \$2,500	0	0	0	0	0	0	0	0	0	0	0	0	
\$2,500-\$4,999	1	1	0	0	0	0	0	0	0	0	0	0	
\$5,000-\$7,499	0	0	0	0	0	0	0	0	0	0	0	0	
\$7,500-\$9,999	0	0	0	0	0	0	0	0	0	0	0	0	
\$10,000-\$12,499	0	0	0	0	0	0	0	0	0	0	0	0	
\$12,500-\$14,999	1	1	0	0	0	0	0	0	0	1	1	0	
\$15,000-\$17,499	1	1	0	0	0	0	0	0	0	0	0	0	
\$17,500-\$19,999	0	0	0	0	0	0	0	0	0	0	0	0	
\$20,000-\$24,999	0	0	0	0	0	0	0	0	0	0	0	0	
\$25,000-\$29,999	0	0	0	0	0	0	0	0	0	0	0	0	
\$30,000-\$39,999	0	0	0	0	0	0	0	0	0	0	0	0	
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0	0	0	0	
> \$50,000	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES	3	3	0	0	0	0	0	0	0	0	1	1	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4

Part A

Name of Business:		006007 BUCKENFIELD'S LIMITE						Industrial Sector:		105 FLOUR CEREAL FOOD &			
Location:		<input checked="" type="checkbox"/> National (Canada) Province/Territory (specify)						Reporting Period:		1989			
OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total			Total			Total			Total			
	Number	Men	Women	Number	Men	Women	Number	Men	Women	Number	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0	
Middle or other managers	1	1	0	0	0	0	0	0	0	0	0	0	
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0	
Supervisors	1	1	0	0	0	0	0	0	0	0	0	0	
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0	
Clerical workers	3	0	3	0	0	0	0	0	0	0	0	0	
Sales workers	2	2	0	0	0	0	0	0	0	0	0	0	
Service workers	0	0	0	0	0	0	0	0	0	0	0	0	
Skilled crafts and trades workers	2	2	0	0	0	0	0	0	0	0	0	0	
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0	
Other manual workers	3	3	0	1	1	0	0	0	0	1	1	0	
TOTAL NUMBER OF EMPLOYEES HIRED	12	9	3	1	1	0	0	0	0	1	1	0	

## Form 4 Part B

: Industrial Sector: 105 FLOUR CEREAL FOOD &amp;

; Reporting Period: 1989

[illegible]



PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5

Part A

[illegible]



## PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5

Part B

[illegible]

## Employment and Immigration Canada

## PERMANENT FULL-TIME EMPLOYEES TERMINATED

Form 6

Part A

Name of Business:	006007 BUCKERFIELD'S LIMITE						Industrial Sector: 105 FLOUR CEREAL FOOD & FEED						
Location:	X National (Canada) Province/Territory (specify)						Reporting Period: 1989						
OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total			Total			Total			Total			
	Number	Men	Women	Number	Men	Women	Number	Men	Women	Number	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Upper-level managers	1	1	0	0	0	0	0	0	0	0	0	0	
Middle or other managers	4	4	0	0	0	0	1	1	0	0	0	0	
Professionals	1	1	0	0	0	0	1	1	0	0	0	0	
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0	
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0	
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0	
Clerical workers	5	1	4	0	0	0	1	0	1	0	0	0	
Sales workers	2	2	0	0	0	0	0	0	0	0	0	0	
Service workers	0	0	0	0	0	0	0	0	0	0	0	0	
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0	
Semi-skilled manual workers	1	1	0	0	0	0	0	0	0	0	0	0	
Other manual workers	8	7	1	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES TERMINATED	22	17	5	0	0	0	3	2	1	0	0	0	

## Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6 Part B

Name of Business: 006097 BUCKERFIELD'S LIMITE

: Industrial Sector: 105 FLOUR CEREAL FOOD &amp; FEED

Location: ☐ National (Canada) ☐ Province/Territory (specify)

Reporting Period: 1989

[illegible]







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## **EMPLOYMENT EQUITY ACT**

1990: ANNUAL REPORT  
FOR THE YEAR ENDING DECEMBER 1989

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## **LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI**

1990: RAPPORT ANNUEL  
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



**CALM AIR  
INTERNATIONAL LTD.**

6009

Canada

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Employment and Immigration Canada  
Emploi et Immigration Canada

SCHEDULE II / ANNEXE II

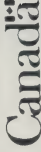
(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION REPORT SUMMARY AND CERTIFICATION OF ACCURACY  
ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form  
Formulaire 1

NAME OF EMPLOYER NOM DE L'EMPLOYEUR		FULL LEGAL NAME - NOM LÉgal AU COMPLET		1 CALM AIR INTERNATIONAL LTD.		2 CALM AIR - Canadian Partner		MAILING ADDRESS - ADRESSE POSTALE		3 90 Thompson Drive, Thompson, Manitoba, R8N 1Y8		4 90 Thompson Drive, Thompson, Manitoba, R8N 1Y8		5 AREA CODE PRÉF. REC.		6 204		7 7, 8, 6, 4, 71		8 TELEPHONE NUMBER NUMÉRO DE TÉLÉPHONE		9 7, 8, 6, 4, 71	
ADDRESS ADRESSE		ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE		3 90 Thompson Drive, Thompson, Manitoba R8N 1Y8		4 90 Thompson Drive, Thompson, Manitoba R8N 1Y8		5 AREA CODE PRÉF. REC.		6 204		7 7, 8, 6, 4, 71		8 TELEPHONE NUMBER NUMÉRO DE TÉLÉPHONE		9 7, 8, 6, 4, 71		10 PROVINCE/TERritoIRES PROVINCES/TERritoIRES		11 7, 8, 6, 4, 71		12 71	
OFFICERS AGENTS		NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE		3 C.A.L. Morberg		4 C.A.L. Morberg		5 AREA CODE PRÉF. REC.		6 204		7 7, 8, 6, 4, 71		8 TELEPHONE NUMBER NUMÉRO DE TÉLÉPHONE		9 7, 8, 6, 4, 71		10 PROVINCE/TERritoIRES PROVINCES/TERritoIRES		11 7, 8, 6, 4, 71		12 71	
POSITION FONCTION		POSITION TITLE - TITRE DU FONCTIONNAIRE		3 President		4 President		5 AREA CODE PRÉF. REC.		6 204		7 7, 8, 6, 4, 71		8 TELEPHONE NUMBER NUMÉRO DE TÉLÉPHONE		9 7, 8, 6, 4, 71		10 PROVINCE/TERritoIRES PROVINCES/TERritoIRES		11 7, 8, 6, 4, 71		12 71	
INDUSTRIAL SECTOR(S)		INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1		10 Air Transport Industries		11 Air Transport Industries		5 AREA CODE PRÉF. REC.		6 204		7 7, 8, 6, 4, 71		8 TELEPHONE NUMBER NUMÉRO DE TÉLÉPHONE		9 7, 8, 6, 4, 71		10 PROVINCE/TERritoIRES PROVINCES/TERritoIRES		11 7, 8, 6, 4, 71		12 71	
BRANCHES D'ACTIVITÉ		INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2		11		12		5 AREA CODE PRÉF. REC.		6 204		7 7, 8, 6, 4, 71		8 TELEPHONE NUMBER NUMÉRO DE TÉLÉPHONE		9 7, 8, 6, 4, 71		10 PROVINCE/TERritoIRES PROVINCES/TERritoIRES		11 7, 8, 6, 4, 71		12 71	
EMPLOYMENT STATUS CATEGORIES		INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3		12		13		5 AREA CODE PRÉF. REC.		6 204		7 7, 8, 6, 4, 71		8 TELEPHONE NUMBER NUMÉRO DE TÉLÉPHONE		9 7, 8, 6, 4, 71		10 PROVINCE/TERritoIRES PROVINCES/TERritoIRES		11 7, 8, 6, 4, 71		12 71	
CATEGORIES DE SALAIRES		INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4		13		14		5 AREA CODE PRÉF. REC.		6 204		7 7, 8, 6, 4, 71		8 TELEPHONE NUMBER NUMÉRO DE TÉLÉPHONE		9 7, 8, 6, 4, 71		10 PROVINCE/TERritoIRES PROVINCES/TERritoIRES		11 7, 8, 6, 4, 71		12 71	
CATEGORIES DE SALAIRES		NUMBER OF PERMANENT FULL-TIME EMPLOYEES NOMBRE DE SALAIRES PERMANENTS À TEMPS PLEIN		107		16		5 AREA CODE PRÉF. REC.		6 204		7 7, 8, 6, 4, 71		8 TELEPHONE NUMBER NUMÉRO DE TÉLÉPHONE		9 7, 8, 6, 4, 71		10 PROVINCE/TERritoIRES PROVINCES/TERritoIRES		11 7, 8, 6, 4, 71		12 71	
CATEGORIES DE SALAIRES		NUMBER OF TEMPORARY EMPLOYEES NOMBRE DE SALAIRES TEMPORAIRES		1		1		5 AREA CODE PRÉF. REC.		6 204		7 7, 8, 6, 4, 71		8 TELEPHONE NUMBER NUMÉRO DE TÉLÉPHONE		9 7, 8, 6, 4, 71		10 PROVINCE/TERritoIRES PROVINCES/TERritoIRES		11 7, 8, 6, 4, 71		12 71	
CATEGORIES DE SALAIRES		TOTAL EMPLOYEES IN CANADA NOMBRE TOTAL DES SALAIRES AU CANADA		124		124		5 AREA CODE PRÉF. REC.		6 204		7 7, 8, 6, 4, 71		8 TELEPHONE NUMBER NUMÉRO DE TÉLÉPHONE		9 7, 8, 6, 4, 71		10 PROVINCE/TERritoIRES PROVINCES/TERritoIRES		11 7, 8, 6, 4, 71		12 71	

CERTIFICATION OF ACCURACY		14 I, (Name) C.A.L. Morberg, HEREBY CERTIFY ON BEHALF OF (Name of employer) Calm Air International Ltd.	
ATTESTATION D'EXACTITUDE		15 I, (Name) 08 June 1990, ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur)	
SIGNATURE		SIGNATURE	



EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY  
ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

FULL LEGAL NAME - NOM LÉgal AU COMPLET <b>1 CALM AIR INTERNATIONAL LTD.</b>		COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE <b>2 CALM AIR - Canadian Partner</b>	
ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE <b>3 90 Thompson Drive, Thompson, Manitoba R8N 1Y8</b>		MAILING ADDRESS - ADRESSE POSTALE <b>4 90 Thompson Drive, Thompson, Manitoba R8N 1Y8</b>	
NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE <b>5 C.A.L. Horberg</b>		NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI <b>6 P.L. McIntyre</b>	
POSITION TITLE - TITRE OU FONCTION <b>6 President</b>		POSITION TITLE - TITRE OU FONCTION <b>7 Personnel Administrator</b>	
INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1 <b>10 Air Transport Industries</b>		DESIGNATED CALM AIR BIR DESIGNÉES	
INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2 <b>11</b>		ONT-ONT QUE-QUE	
INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 <b>12</b>		N.S.-N.S. N.B.-N.B.	
INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 <b>13</b>		MAN.-MAN. B.C.-B.C.	
<b>14</b>		P.E.I.-P.E.I. SASK.-SASK.	
<b>15</b>		ALTA.-ALTA. M.L.D.-T.-M.	
<b>16</b>		TRIN.-TRIN. N.W.T.-T.A.-O.	
NUMBER OF PERMANENT FULL-TIME EMPLOYEES NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN <b>107</b>		CALGARY EDMONTON HALIFAX MONTREAL REGINA TORONTO VANCOUVER WINNIPEG	
NUMBER OF TEMPORARY EMPLOYEES NOMBRE DE SALARIÉS TEMPORAIRES <b>16</b>		INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA <b>SECTEURS GÉOGRAPHIQUES</b> (INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)	
TOTAL EMPLOYEES IN CANADA NOMBRE TOTAL DE SALARIÉS AU CANADA <b>124</b>		TOTAL EMPLOYEES IN CANADA NOMBRE TOTAL DE SALARIÉS AU CANADA <b>124</b>	
NAME OF EMPLOYER NOM DE L'EMPLOYEUR <b>1 CALM AIR INTERNATIONAL LTD.</b>		I HEREBY CERTIFY ON BEHALF OF (Name of employer) <b>Calm Air International Ltd.</b>	
ADDRESS ADRESSE <b>3 90 Thompson Drive, Thompson, Manitoba R8N 1Y8</b>		THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF QUE LES RENSEIGNEMENTS CONTENUS DANS LES FORMAIRES 1 À 6 DU PRÉSENT RAPPORT SONT VRAIS, VRAIS ET EXACTS À TOUTS ÉGARDS	
OFFICERS AGENTS <b>5 C.A.L. Horberg</b>		ATTESTE PAR LES PRÉSENTES AU NOM DE (nom de l'employeur) <b>6 P.L. McIntyre</b>	
POSITION FONCTION <b>6 President</b>		DATE - DATE <b>15 May 1990</b>	
INDUSTRIAL SECTOR(S) BRANCHES) D'ACTIVITÉ <b>10 Air Transport Industries</b>		SIGNATURE - SIGNATURE <b>C.A.L. Horberg</b>	
EMPLOYMENT STATUS CATEGORIES CATEGORIES DE SALARIÉS <b>107</b>		NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMAIRES	
EMPLOYMENT STATUS CATEGORIES CATEGORIES DE SALARIÉS <b>16</b>		L'EMPLOI (1990)	
EMPLOYMENT STATUS CATEGORIES CATEGORIES DE SALARIÉS <b>124</b>		L'EMPLOI (1990)	

## EXECUTIVE SUMMARY

Due to economic conditions brought on by the effect of the rapid expansion by other carriers into our markets, Calm Air undertook a significant downsizing in activity and staff in June of 1989 (162 full time employees to 107).

Although employment growth was severely impacted by the downsizing, Calm Air is particularly pleased with the marked improvement in the percentages of the workforce which fall within the four designated groups over the corresponding period in 1988 as evidenced by the statistical summary displayed below. This demonstrates Calm Air's commitment to the precepts of Employment Equity.

### Women:

1988	
National	44.0%
Air Transportation	38.3%
Calm Air	30.9%
1989 - Calm Air	35.5%

### Aboriginal People

1988	
National	2.10%
Air Transportation	.52%
Calm Air	6.79%
1989 - Calm Air	9.35%

### People with Disabilities

1988	
National	5.40%
Air Transportation	1.01%
Calm Air	.67%
1989 - Calm Air	.93%

### Visible Minority

1988	
National	6.30%
Air Transportation	4.77%
Calm Air	1.85%
1989 - Calm Air	2.80%



NOTE: See instructions  
NOTA: Voir instructionsOCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*  
CATÉGORIES PROFESSIONNELLES: SALAIRES PERMANENTS À TEMPS PLEIN\*

Name of Business: CALM AIR INTERNATIONAL LTD. Industrial Sector: Air Transport Industries Reporting Period: 19 89

Location-Endroit	<input checked="" type="checkbox"/> National (Canada) National (Canada)	<input type="checkbox"/> Province / Territory (specify) Province / territoire (préciser)	<input type="checkbox"/> Designated CMA (specify) RMR désignée (préciser)													
Occupational Groups Catégories professionnelles	Top and bottom of salary range Minimum et maximum de l'échelle de rémunération	** Quarter Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles				
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes		
Upper-level managers Cadres supérieurs	Col 1	1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13		
	70,000 & over	3	1	1												
Middle or other managers Cadres intermédiaires et autres cadres	70,000 & over	2	2	2												
	70,000 & over	4	2	2												
	25,000-27,499	3	2	2	1											
		2	2	1	5											
Professionals Professionnels		1	8	3												
		4														
Semi-professionals and technicians Semi-professionnels et techniciens		3														
	70,000 & over	1	3	3												
	17,500-19,999	4	5	5												
		2	6	6												
		1	10	10								1	1			
Supervisors Surveillants	35,000-39,999	4	1	1												
	17,500-19,999	3	1		1											
		2	1		1											
		1	1	1												
Foremen/women Contramaîtres	45,000-49,999	4	3	3												
	10,000-12,499	3	2	2												
		2	1	1												
		2	1	1												

Use separate Parts for permanent part-time and temporary employees

Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/  
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé



## Employment and Immigration Canada Emploi et Immigration Canada

Form  
Formulaire 2 Part A, Page 2NOTE: See instructions  
NOTA: Voir instructions

Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et minimum de échelle de rémunération		Quarter Quart	All Employees Tous les salariés				Aboriginal Peoples Autochtones				Persons with Disabilities Personnes handicapées				Members of Visible Minorities Membres des minorités visibles			
	Col 1	Col 2		Total Number Nombre total	Men Hommes	Women Femmes	Col 4	Total Number Nombre total	Men Hommes	Women Femmes	Col 7	Total Number Nombre total	Men Hommes	Women Femmes	Col 10	Total Number Nombre total	Men Hommes	Women Femmes	Col 13
Clerical workers Employés de bureau	22,500-	3	4	3		3	3												
	24,999	2	3	2		2	2												
	10,000-	6	7	6		6	6	1		1									
	12,499	3	1	3		3	3												
Sales workers Employés du secteur de la vente	17,500	6	4	6		6	6	3								1		1	
	19,999	5	3	5	3		2	5	3										
	10,000-	1	2	1		1	1	1		1									
	12,499	3	1	3		3	3	4		4									
Service workers Employés du secteur des services	15,000-	2	4	2		2	2												
	17,499	1	3	1		1	1												
	12,500-	1	2	1	1														
	14,999	1	1	1	1														
Skilled crafts and trades workers Travailleurs qualifiés et artisans	35,000-	4	4	4									1						
	39,999	3	3	3	5									1					
	17,500-	2	2	3	3														
	19,999	1	1	3	3														
Semi-skilled manual workers Travailleurs manuels spécialisés	20,000-	3	3																
	22,499	2	2	1		1										1		1	
	17,500-	1	4	2	2														
	19,999	3	3																
Other manual workers Autres travailleurs manuels	15,000-	2	2	1	1														
	17,499	1	3	3	3			1	1										
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS		107	69	38	10	4	6	1	1	3	2	1	1	1	3	2	1	1	1

1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/  
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

EMP 3413 (06/07)

Canada



Employment and Immigration Canada    Emploi et Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES\*  
CATÉGORIES PROFESSIONNELLES: SALAIRES PERMANENTS À TEMPS PARTIEL\*

NOTE: See instructions.  
NOTA: Voir instructions.

Name of Business: Nom de l'entreprise:		Industrial Sector: Branche d'activité:		Reporting Period: Période de rapport: 19 89										
Location Endroit		CALM-AIR INTERNATIONAL LTD.		Air Transport Industries										
<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input type="checkbox"/> Province / Territory (specify) Province / territoire (préciser)		<input type="checkbox"/> Designated CMA (specify) Avoir désignée (préciser)										
Occupational Groups Catégories professionnelles	Top and bottom Maximum et minimum de remunération	Quarter Quart	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
	Col 1	1	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes			
Upper-level managers Cadres supérieurs		4	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
		3												
		2												
		1												
Middle or other managers Cadres intermédiaires et autres cadres		4												
		3												
		2												
		1												
Professionals Professionnels		4												
		3												
		2												
		1												
Semi-professionals and technicians Semi-professionnels et techniciens		4												
		3												
		2												
		1												
Supervisors Surveillants		4												
		3												
		2												
		1												
Foremen/women Contremaîtres		4												
		3												
		2												
		1												

\* Use separate Parts for permanent full-time and temporary employees  
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

\*\* 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/  
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé





## Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions  
NOTA: Voir instructionsForm  
Formulaire 2 Part B, Page 2  
Partie B, Page 2

Occupational Groups Catégories professionnelles	Top and bottom of salary range minimum de l'échelle de rémunération Col 1	Quarter Quart Col 2	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes Handicapées		Members of Visible Minorities Membres des minorités visibles				
			Total Number Nombre total Col 3	Men Hommes Col 4	Women Femmes Col 5	Men Hommes Col 6	Women Femmes Col 7	Total Number Nombre total Col 8	Men Hommes Col 9	Women Femmes Col 10	Total Number Nombre total Col 11	Men Hommes Col 12	Women Femmes Col 13
Clerical workers Employés de bureau		4											
		3											
		2											
Sales workers Employés du secteur de la vente	7,500- 9,999	1	3	2	1								
	5,000- 7,499	2	2	1	1	1							
	10,000- 12,499	4	1	1									
Service workers Employés du secteur des services	2,500- 4,999	2	2	2	2								
		1	1	1									
		4											
Skilled crafts and trades workers Travailleurs qualifiés et artisans		3											
		2											
		1											
Semi-skilled manual workers Travailleurs manuels spécialisés		4											
		3											
		2											
Other manual workers Autres travailleurs manuels	17,500	1	2	2									
	19,999	4	2										
	7,500 - 9,999	3	1	1									
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS		2	3	3									
		1	16	8	8	3	1	2					

\*\* 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/  
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé



Employment and Immigration Canada      Emploi et Immigration Canada

**SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES\*  
PROFIL SALARIAL: SALAIRES PERMANENTS À TEMPS PLEIN \***

Form  
Formulaire **3** Part A  
Partie A

NOTE: See instructions  
NOTA: Voir instructions

Name of Business:  
Nom de l'entreprise:

CALM AIR INTERNATIONAL LTD.

Industrial Sector:  
Branche d'activité:

Air Transport Industries

Location-Endroit

☒ National (Canada)  
National (Canada)

☐ Province / Territory (specify)  
Province / territoire (préciser)

Reporting Period:  
Période de rapport:

19 89

SALARY RANGES ÉCHELLES DE REMUNÉRATION	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles	
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8
Under Moins de \$10,000								
\$10,000 - \$14,999	12	3	9	6	1	5		
\$15,000 - \$17,499	15	6	9	4	3	1		
\$17,500 - \$19,999	16	6	10				2	1
\$20,000 - \$22,499	9	8	1				1	1
\$22,500 - \$24,999	6	4	2					
\$25,000 - \$27,499	4	3	1					
\$27,500 - \$29,999	4	3	1					
\$30,000 - \$34,999	12	8	4				1	1
\$35,000 - \$39,999	6	6						
\$40,000 - \$49,999	9	9						
\$50,000 - \$69,999	8	7	1					
\$70,000 and over et plus	6	6						
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALAIRES	107	69	38	10	4	6	1	1

Use separate Parts for permanent part-time and temporary employees

• Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

EMP 1044 (7-84)

Canada



NOTE: See instructions  
NOTA: Voir instructions**SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES\***  
**PROFIL SALARIAL: SALAIRES PERMANENTS À TEMPS PARTIEL\***

Name of Business: Nom de l'entreprise: CALM AIR INTERNATIONAL LTD.		Industrial Sector: Branché d'activité: Air Transport Industries										
Location-Endroit		Province/Territory (specify) Province/territoire (préciser) <input type="checkbox"/>		Reporting Period: Période de rapport: 19 89								
SALARY RANGES ÉCHELLES DE RÉMUNÉRATION	<input checked="" type="checkbox"/> National (Canada) National (Canada)		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles							
	Total Number Nombre total Col 1	All Employees Tous les salariés Men Hommes Col 2	Women Femmes Col 3	Total Number Nombre total Col 4	Aboriginal Peoples Autochtones Men Hommes Col 5	Women Femmes Col 6	Total Number Nombre total Col 7	Men Hommes Col 8	Women Femmes Col 9	Total Number Nombre total Col 10	Men Hommes Col 11	Women Femmes Col 12
Under Moins de \$2,500												
\$2,500 - \$4,999	1		1									
\$5,000 - \$7,499	4	1	3	2	1	1						
\$7,500 - \$9,999	6	4	2	1		1						
\$10,000 - \$12,499	2		2									
\$12,500 - \$14,999	1	1										
\$15,000 - \$17,499	1	1										
\$17,500 - \$19,999	1	1										
\$20,000 - \$24,999												
\$25,000 - \$29,999												
\$30,000 - \$39,999												
\$40,000 - \$49,999												
\$50,000 and over et plus												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	16	8	8	3	1	2						

EMP 3000 (9-84)

- Use separate Parts for permanent full time and temporary employees  
Utiliser les autres parties pour les salaires permanents à temps plein et les salaires temporaires



Employment and Immigration Canada Emplot et Immigration Canada

NOTE: See instructions  
NOTA: Voir instructions

**PERMANENT FULL-TIME EMPLOYEES HIRED\***  
**RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\***

Form  
Formulaire **4** Part A  
Partie A

Name of Business: Nom de l'entreprise:		Calm Air International Ltd.		National (Canada) National (Canada)		<input type="checkbox"/> Province / Territory (specify) Province / territoire (préciser)		Air Transport Industries		Reporting Period: Période de rapport: 19 89		
Occupational Groups Catégories professionnelles	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
	Total Number Nombre total Col. 1	Men Hommes Col. 2	Women Femmes Col. 3	Total Number Nombre total Col. 4	Men Hommes Col. 5	Women Femmes Col. 6	Total Number Nombre total Col. 7	Men Hommes Col. 8	Women Femmes Col. 9	Total Number Nombre total Col. 10	Men Hommes Col. 11	Women Femmes Col. 12
Upper-level managers Cadres supérieurs	1	1										
Middle or other managers Cadres intermédiaires et autres cadres	1	1										
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens	12	12								1	1	
Supervisors Surveillants												
Foremen/women Contremaîtres	1	1										
Clerical workers Employés de bureau	3		3	1		1						
Sales workers Employés du secteur de la vente	10	2	8	6	2	4				1		1
Service workers Employés du secteur des services	5	2	3									
Skilled crafts and trades workers Travailleurs qualifiés et artisans	14	14		2	2							
Semi-skilled manual workers Travailleurs manuels spécialisés												
Other manual workers Autres travailleurs manuels	23	23		7	7					3	3	
<b>TOTAL NUMBER OF EMPLOYEES HIRED</b> <b>NOMBRE TOTAL DE RECRUTEMENTS</b>	70	56	14	16	11	5				5	4	1

\* Use separate Parts for permanent part-time and temporary employees  
\* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

(IMP 1810 (8-84))

Canada

NOTE: See instructions  
NOTA: Voir instructions

Name of Business: CALM AIR INTERNATIONAL LTD.

PERMANENT PART-TIME EMPLOYEES HIRED\*  
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Location-Endroit	<input checked="" type="checkbox"/> National (Canada) National (Canada)	<input type="checkbox"/> Province / territoire (specify) Province / territoire (préciser)	Industrial Sector: Branche d'activité: Air Transport Industries	Reporting Period: Période de rapport: 19 89
------------------	--	--	--	--

Occupational Groups Catégories professionnelles	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles	
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes
Upper-level managers Cadres supérieurs	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8
Middle or other managers Cadres intermédiaires et autres cadres								
Professionals Professionnels								
Semi-professionals and technicians Semi-professionnels et techniciens								
Supervisors Surveillants								
Women and women- Contratantes								
Clerical workers Employés de bureau								
Sales workers Employés du secteur de la vente	8	3	5	3	1	2		
Service workers Employés du secteur des services	4		4					
Skilled crafts and trades workers Travailleurs qualifiés et artisans	1	1						
Semi-skilled manual workers Travailleurs manuels spécialisés								
Other manual workers Autres travailleurs manuels	9	7	2	1	1			
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	22	11	11	4	2	2		

\* Use separate Parts for permanent full-time and temporary employees  
\* Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires



NOTE: See instructions  
NOTA: Voir instructionsPERMANENT FULL-TIME EMPLOYEES PROMOTED\*  
AVANCEMENTS: SALAIRES PERMANENTS À TEMPS PLEIN\*

Name of Business: Nom de l'entreprise: CALM AIR INTERNATIONAL LTD.		Industrial Sector: Branche d'activité: Air Transport Industries		Reporting Period: Période de rapport: 19 89					
Location: Endroit: <input checked="" type="checkbox"/> National (Canada) National (Canada)		Province / Territory (specify) Province / territoire (préciser):							
Occupational Groups Catégories professionnelles		All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles	
		Total Number Nombre total		Total Number Nombre total		Total Number Nombre total		Total Number Nombre total	
		Men Hommes		Men Hommes		Men Hommes		Men Hommes	
		Col 2		Col 3		Col 4		Col 5	
		Women Femmes		Women Femmes		Women Femmes		Women Femmes	
		Col 1		Col 2		Col 3		Col 4	
Upper-level managers Cadres supérieurs		3		2		1			
Middle or other managers Cadres intermédiaires et autres cadres									
Professionals Professionnels									
Semi-professionals and technicians Semi-professionnels et techniciens									
Supervisors Surveillants									
Foremen/women Contremaîtres		3		3					
Clerical workers Employés de bureau									
Sales workers Employés du secteur de la vente									
Service workers Employés du secteur des services									
Skilled crafts and trades workers Travailleurs qualifiés et artisans		12		12		1		1	
Semi-skilled manual workers Travailleurs manuels spécialisés									
Other manual workers Autres travailleurs manuels									
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALAIRES PROMUS		18		17		1		1	
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS		18		17		1		1	

Use separate Parts for permanent part time and temporary employees  
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

EMP 3001 (9-84)

NOTE: See instructions  
NOTA: Voir instructionsPERMANENT PART-TIME EMPLOYEES PROMOTED\*  
AVANCEMENTS: SALARIES PERMANENTS A TEMPS PARTIEL\*

Name of Business: Nom de l'entreprise:		CALM AIR INTERNATIONAL LTD.		Industrial Sector: Branche d'activité:		Air Transport Industries		Reporting Period: Période de rapport:		19 89			
Location-Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input type="checkbox"/> Province/Territory (specify) Province/territoire (préciser)									
Occupational Groups Catégories professionnelles		Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ils ont été promus en dernier)											
		All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
		Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
Upper-level managers Cadres supérieurs		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Middle or other managers Cadres intermédiaires et autres cadres													
Professionals Professionnels													
Semi-professionals and technicians Semi-professionnés et techniciens													
Supervisors Surveillants													
Foremen/women Contremaîtres													
Clerical workers Employés de bureau													
Sales workers Employés du secteur de la vente													
Service workers Employés du secteur des services													
Skilled crafts and trades workers Travailleurs qualifiés et artisans													
Semi-skilled manual workers Travailleurs manuels spécialisés													
Other manual workers Autres travailleurs manuels													
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS													
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS													

• Use separate Parts for permanent full-time and temporary employees  
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires





Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions  
NOTA: Voir instructionsName of Business:  
Nom de l'entreprise:

CALM AIR INTERNATIONAL LTD.

PERMANENT FULL-TIME EMPLOYEES TERMINATED\*  
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN\*Industrial Sector:  
Branche d'activité:

Air Transport Industries

Location-Endroit  
National (Canada)  
National (Canada)Province/Territory (specify)  
Province/territoire (préciser)Reporting Period:  
Période de rapport:

1989

Occupational Groups Catégories professionnelles	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total Col. 1	Men Hommes Col. 2	Women Femmes Col. 3	Total Number Nombre total Col. 4	Men Hommes Col. 5	Women Femmes Col. 6	Total Number Nombre total Col. 7	Men Hommes Col. 8	Women Femmes Col. 9	Total Number Nombre total Col. 10	Men Hommes Col. 11	Women Femmes Col. 12
Upper-level managers Cadres supérieurs												
Middle or other managers Cadres intermédiaires et autres cadres	6	4	2									
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens	20	20								1	1	
Supervisors Surveillants	1		1									
Firemen/women Contremaîtres	7	6	1									
Clerical workers Employés de bureau	5	2	3	1		1						
Sales workers Employés du secteur de la vente	15	3	12	4	1	3						
Service workers Employés du secteur des services	8	1	7	1	1							
Skilled crafts and trades workers Travailleurs qualifiés et artisans	26	26		2	2							
Semi-skilled manual workers Travailleurs manuels spécialisés	2	2										
Other manual workers Autres travailleurs manuels	35	35		9	9					4	4	
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATION DE FONCTIONS	125	99	26	17	13	4				5	5	

\* Use separate Parts for permanent part-time and temporary employees  
\* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

(IMP. 3072 (9-84))



Employment and Immigration Canada      Emploi et Immigration Canada

NOTE: See instructions  
NOTA: Voir instructions

Name of Business:

CALM AIR INTERNATIONAL LTD.

**PERMANENT PART-TIME EMPLOYEES TERMINATED\***  
**CESSATIONS DE FONCTIONS: SALAIRES PERMANENTS À TEMPS PARTIEL\***

Form  
Formulaire      **6**      Part B  
Partie B

Industrial Sector:

Air Transport Industries

Location-Endroit

☒ National (Canada)  
National (Canada)

☐ Province/Territory (specify)  
Province/territoire (préciser)

Reporting Period:  
Période de rapport:      19      89

Occupational Groups Catégories professionnelles	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
Upper-level managers Cadres supérieurs	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle or other managers Cadres intermédiaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors Surveillants												
Full-time women Contremaîtres												
Clerical workers Employés de bureau												
Sales workers Employés du secteur de la vente	15	2	13	5	1	4						
Service workers Employés du secteur des services												
Skilled crafts and trades workers Travailleurs qualifiés et artisans	1	1										
Semi-skilled manual workers Travailleurs manuels spécialisés												
Other manual workers Autres travailleurs manuels	6	4	2	1	1							
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	22	7	15	6	2	4						

\* Use separate Parts for permanent full-time and temporary employees  
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

EMP 3489 (3-84)

Canada

NOTE: See instructions.  
NOTA: Voir instructionsOCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*  
CATÉGORIES PROFESSIONNELLES: SALAIRES PERMANENTS À TEMPS PLEIN\*

Name of Business: Nom de l'entreprise:		CALM AIR INTERNATIONAL LTD.		Industrial Sector: branche d'activité:		Air Transport Industries		Reporting Period: Période de rapport:		19_89				
Location-Endroit		<input type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Province / territoire (préciser)		Manitoba		<input type="checkbox"/> Designated CMA (specify) RMR désignée (préciser)						
Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et minimum de la rémunération	** Quart Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
Upper-level managers Cadres supérieurs	Col 1	4	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
	70,000 - & over	3	1	1										
Middle or other managers Cadres intermédiaires et autres cadres	70,000 - & over	1	2	2										
	25,000 - & over	3	2	2										
	25,000 - & over	2	2	1										
	27,499	1	8	3	5									
Professionals Professionnels		4												
		3												
Semi-professionals and technicians Semi-professionnels et techniciens		2												
	70,000 & over	1	3	3										
	17,500 - & over	4	5	5										
	17,500 - & over	3	6	6										
Supervisors Surveillants	19,999	2	10	10								1	1	
	35,000 - & over	4	1	1										
	39,999	3												
	17,500 - & over	2	1	1										
Foremen/women Contremaîtres	19,999	1	1	1										
	45,000 - & over	4	3	3										
	49,999	3	2	2										
	10,000 - & over	2	1	1										
	12,499	1	3	3										

EMP 387 (9/86) P 1

\* Use separate Parts for permanent part-time and temporary employees

\* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/  
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé





## Employment and Immigration Canada Emploi et Immigration Canada

Form  
Formulaire 2 Part A, Page 2  
Partie A, Page 2NOTE: See instructions  
NOTA: Voir instructions

Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et minimum de remunération	Quart Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers Employés de bureau	22,500 -	4	3		3									
	24,999	3	2		2									
	10,000 -	2	6		6	1		1						
Sales workers Employés du secteur de la vente	12,499	1	3		3							1		1
	20,000 -	1	6		6									
	22,499	3	2	1	1	1	1							
Service workers Employés du secteur des services	10,000 -	2				4		4						
	12,499	1	5		5									
	15,000 -	4	2		2									
Skilled crafts and trades workers Travailleurs qualifiés et artisans	17,499	3	1	1										
	12,500 -	2												
	14,999	1	1	1										
Semi-skilled manual workers Travailleurs manuels spécialisés	35,000 -	4	1	1					1	1				
	39,999	3	5	5										
	17,500 -	2	3	3										
Other manual workers Autres travailleurs manuels	19,999	1	3	3										
		4												
	20,000	3												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	22,499	1	1	1								1	1	
	17,500 -	4	2	2										
	19,999	3												
	15,000 -	2	1	1										
	17,499	1	3	3		1	1					3	2	1
			103	67	36	7	2	5	1	1				

EMP 3811 (9-96) P.2

1 refers to the lowest salary quarter; 4 refers to the highest salary quarter;  
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada



NOTE: See instructions  
NOTA: Voir instructionsName of Business:  
Nom de l'entreprise:OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES\*  
CATÉGORIES PROFESSIONNELLES: SALAIRES PERMANENTS À TEMPS PARTIEL\*

CALM AIR INTERNATIONAL LTD.		Industrial Sector: Branche d'activité:		Air Transport Industries		Reporting Period: Période de rapport:		19 89					
Location/Endroit		<input type="checkbox"/> National (Canada) National (Canada)		Province/Territory (specify) Province/Territoire (préciser)		Manitoba		<input type="checkbox"/> Designated CMA (specify) RMR désignée (préciser)					
Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et minimum de l'échelle de rémunération	Quarter Quart	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles				
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers Cadres supérieurs	4 3 2 1												
Middle or other managers Cadres intermédiaires et autres cadres	4 3 2 1												
Professionals Professionnels	4 3 2 1												
Semi-professionals and technicians Semi-professionnels et techniciens	4 3 2 1												
Supervisors Surveillants	4 3 2 1												
Foremen/women Contremaîtres	4 3 2 1												

\* Use separate Parts for permanent full-time and temporary employees  
\* Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires\*\* 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/  
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé



## Employment and Immigration Canada      Emploi et Immigration Canada

NOTE: See instructions  
NOTA: Voir instructionsForm  
Formulaire      2      Part B  
Partie B,      Page 2

Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et minimum de l'échelle de remunération Col 1	Quarter Quart Col 2	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total Col 2	Men Hommes Col 3	Women Femmes Col 4	Total Number Nombre total Col 5	Men Hommes Col 6	Women Femmes Col 7	Total Number Nombre total Col 8	Men Hommes Col 9	Women Femmes Col 10	Total Number Nombre total Col 11	Men Hommes Col 12	Women Femmes Col 13
Clerical workers Employés de bureau		4												
		3												
		2												
		1												
Sales workers Employés du secteur de la vente	7,500 - 9,999	4	2		2	1		1		1				
	5,000 - 7,499	3	1		1									
		2												
		1	2	1	1		2	1						
Service workers Employés du secteur des services	10,000 - 12,499	4	1		1									
	2,500 - 4,999	3			2									
		2	2											
		1	1		1									
Skilled crafts and trades workers Travailleurs qualifiés et artisans		4												
		3												
		2												
		1												
Semi-skilled manual workers Travailleurs manuels spécialisés		4												
		3												
		2												
		1												
Other manual workers Autres travailleurs manuels	17,500 - 19,999	4	2	2										
		3	1	1										
		2												
		1	3	3										
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS			15	7	8		3	1		2				

1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/  
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

E 407 (June 2006) 1-2

Canada

NOTE: See instructions  
NOTA: Voir instructionsName of Business:  
Nom de l'entreprise:

CALM AIR INTERNATIONAL LTD.

Industrial Sector:  
Branche d'activité:

Air Transport Industries

Location-Endroit

☐ National (Canada)  
National (Canada)☒ Province/Territory (specify)  
Province/Territoire (préciser)

Manitoba

Reporting Period:  
Période de rapport:

19 89

SALARY RANGES ÉCHELLES DE RÉMUNÉRATION	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under Moins de \$10,000												
\$10,000 - \$14,999	11	3	8	5	1	4						
\$15,000 - \$17,499	12	4	8	2	1	1						
\$17,500 - \$19,999	16	6	10							2	1	1
\$20,000 - \$22,499	9	8	1							1	1	
\$22,500 - \$24,999	6	4	2									
\$25,000 - \$27,499	4	3	1									
\$27,500 - \$29,999	4	3	1									
\$30,000 - \$34,999	12	8	4				1	1				
\$35,000 - \$39,999	6	6										
\$40,000 - \$49,999	9	9										
\$50,000 - \$69,999	8	7	1									
\$70,000 and over et plus	6	6										
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	103	67	36	7	2	5	1	1		3	2	1

EMP 3548 (9-84)

• Use separate Parts for permanent part-time and temporary employees  
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires





Employment and Immigration Canada Emploi et Immigration Canada

**SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES\*  
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL \***

Form  
Formulaire **3** Part B  
Partie B

NOTE: See instructions  
NOTA: Voir instructions

Name of Business: Nom de l'entreprise:		Industrial Sector: Branche d'activité:		Air Transport Industries								
Location-Endroit:		National (Canada) National (Canada)		Province/Territory (specify) Province/territoire (préciser): Manitoba								
Reporting Period: Période de rapport:		19 89										
SALARY RANGES ÉCHELLES DE RÉMUNÉRATION	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes			
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under Moins de \$2,500												
\$2,500 - \$4,999	1		1									
\$5,000 - \$7,499	4	1	3	2	1	1						
\$7,500 - \$9,999	5	3	2	1		1						
\$10,000 - \$12,499	2		2									
\$12,500 - \$14,999	1	1										
\$15,000 - \$17,499	1	1										
\$17,500 - \$19,999	1	1										
\$20,000 - \$24,999												
\$25,000 - \$29,999												
\$30,000 - \$39,999												
\$40,000 - \$49,999												
\$50,000 and over et plus												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	15	7	8	3	1	2						

\* Use separate Parts for permanent full-time and temporary employees  
\* Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

(EMP. 3000 (0-84))

Canada





Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions  
NOTA: Voir instructionsName of Business:  
Nom de l'entreprise:PERMANENT FULL-TIME EMPLOYEES HIRED\*  
RECRUTEMENTS: SALAIRES PERMANENTS À TEMPS PLEIN\*Form  
Formulaire 4 Part A  
Partie A

CALM AIR INTERNATIONAL LTD.

Air Transport Industries

Industrial Sector:  
Branche d'activité:

Location: Endroit

☐ National (Canada)  
National (Canada)☒ Province / Territory (specify)  
Province / Territoire (préciser)

Manitoba

Reporting Period:  
Période de rapport:

1989

Occupational Groups Catégories professionnelles	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers Cadres supérieurs	1	1										
Middle or other managers Cadres intermédiaires et autres cadres	1	1										
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens	12	12								1	1	
Supervisors Surveillants												
Foremen/women Contremaîtres	1	1										
Clerical workers Employés de bureau	3		3	1		1						
Sales workers Employés du secteur de la vente	6		6	3		3				1		1
Service workers Employés du secteur des services	5	2	3									
Skilled crafts and trades workers Travailleurs qualifiés et artisans	14	14		2	2							
Semi-skilled manual workers Travailleurs manuels spécialisés												
Other manual workers Autres travailleurs manuels	23	23		7	7					3	3	
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	66	54	12	13	9	4				5	4	1

\* Use separate Parts for permanent part-time and temporary employees  
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

EMP 3810 (8-84)

Canada



NOTE: See instructions  
NOTA: Voir instructions

Name of business:  
Nom de l'entreprise:

CALM AIR INTERNATIONAL LTD.

Location-Endroit

☐ National (Canada)  
National (Canada)

☒ Province/Territory (specify)  
Province/Territoire (préciser)

Mani Toba

Air Transport Industries

Reporting Period:  
Période de rapport:

1989

Industrial Sector:  
Branché d'activité:

Occupational Groups Catégories professionnelles	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers Cadres supérieurs												
Middle or other managers Cadres intermédiaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors Surveillants												
Foremen/women Contremaîtres												
Clerical workers Employés de bureau												
Sales workers Employés du secteur de la vente	4	1	3	1	1							
Service workers Employés du secteur des services	4		4									
Skilled crafts and trades workers Travailleurs qualifiés et artisans	1	1										
Semi-skilled manual workers Travailleurs manuels spécialisés												
Other manual workers Autres travailleurs manuels	9	7	2	1	1							
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	18	9	9	2	2							

LMP: 18/90 (8-86)

\* Use separate Parts for permanent full-time and temporary employees  
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions  
NOTA: Voir instructions

**PERMANENT FULL-TIME EMPLOYEES PROMOTED\***  
**AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\***

Form  
formulaire **5** Part A  
Partie A

Name of Business Nom de l'entreprise:		National (Canada) National (Canada)		<input type="checkbox"/> <b>CALM AIR INTERNATIONAL LTD.</b>		Industrial Sector: Branches d'activité:		Air Transport Industries		Reporting Period: Période de rapport:		1989	
Location-Endroit		<input type="checkbox"/> <b>Manitoba</b>		Province/Territory (specify) Province/territoire (préciser)		Manitoba							
Occupational Groups Catégories professionnelles		All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
		Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
		Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper level managers Cadres supérieurs													
Middle or other managers Cadres intermédiaires et autres cadres		3	2	1									
Professionals Professionnels													
Semi-professionals and technicians Semi-professionnels et techniciens													
Supervisors Surveillants													
Foremen/women Contremaîtres		3	3										
Clerical workers Employés de bureau													
Sales workers Employés du secteur de la vente													
Service workers Employés du secteur des services													
Skilled crafts and trades workers Travailleurs qualifiés et artisans		12	12		1	1		1	1				
Semi-skilled manual workers Travailleurs manuels spécialisés													
Other manual workers Autres travailleurs manuels													
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS		18	17	1	1	1		1	1				
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS		18	17	1	1	1		1	1				

1400 3608 (0-84)

\* Use separate Parts for permanent part time and temporary employees  
\* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada





NOTE: See instructions  
NOTA: Voir instructions

PERMANENT PART-TIME EMPLOYEES PROMOTED\*  
AVANCEMENTS: SALAIRES PERMANENTS A TEMPS PARTIEL\*

Name of Business: Nom de l'entreprise:		Industrial Sector: Branche d'activité:		Air Transport Industries		Reporting Period: Période de rapport: 1989__							
Location-Endroit		<input type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province/Territory (specify) Province/Territoire (préciser) Mani Toba									
Occupational Groups Catégories professionnelles		Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salariés promus (Les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ils ont été promus en dernier)											
		All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
		Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
		Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers Cadres supérieurs													
Middle or other managers Cadres intermédiaires et autres cadres													
Professionals Professionnels													
Semi-professionals and technicians Semi-professionnels et techniciens													
Supervisors Surveillants													
Foremen/Women Contramaîtres													
Clerical workers Employés de bureau													
Sales workers Employés du secteur de la vente													
Service workers Employés du secteur des services													
Skilled crafts and trades workers Travailleurs qualifiés et artisans													
Semi-skilled manual workers Travailleurs manuels spécialisés													
Other manual workers Autres travailleurs manuels													
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALAIRES PROMUS													
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS													

\* Use separate Parts for permanent full-time and temporary employees  
\* Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires





Employment and Immigration Canada      Emploi et Immigration Canada

NOTE: See instructions.  
NOTA: Voir instructions

**PERMANENT FULL-TIME EMPLOYEES TERMINATED\***  
**CESSATIONS DE FONCTIONS: SALAIRES PERMANENTS A TEMPS PLEIN\***

Form  
Formulaire      **6**      Part A  
Partie A

Name of Business: Nom de l'entreprise:		Industrial Sector: Branché d'activité:		Air Transport Industries									
Location: Endroit		<input type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province/Territory (specify) Province/territoire (préciser) <u>Manitoba</u>		Reporting Period: Période de rapport: <u>19 89</u>							
Occupational Groups Catégories professionnelles	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles						
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	
Upper-level managers Cadres supérieurs	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	
Middle or other managers Cadres intermédiaires et autres cadres	6	4	2										
Professionals Professionnels													
Semi-professionals and technicians Semi-professionnels et techniciens	20	20								1	1		
Supervisors Surveillants	1		1										
Furniturewomen Contremaîtres	7	6	1										
Clerical workers Employés de bureau	5	2	3	1		1							
Sales workers Employés du secteur de la vente	13	3	10	4	1	3							
Service workers Employés du secteur des services	8	1	7	1	1								
Skilled crafts and trades workers Travailleurs qualifiés et artisans	26	26		2	2								
Semi-skilled manual workers Travailleurs manuels spécialisés	2	2											
Other manual workers Autres travailleurs manuels	35	35		9	9					4	4		
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	123	99	24	17	13	4				5	5		

\* Use separate Parts for permanent part-time and temporary employees.  
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires



Employment and Immigration Canada    Emploi et Immigration Canada

Form  
Formulaire

Part B  
Partie B

**PERMANENT PART-TIME EMPLOYEES TERMINATED\*  
CESSATIONS DE FONCTIONS: SALAIRES PERMANENTS A TEMPS PARTIEL\***

NOTE: See instructions  
NOTA: Voir instructions

Name of Business:  
Nom de l'entreprise:

CALM AIR INTERNATIONAL LTD

Industrial Sector:  
Branche d'activité:

Air Transport Industries

Location-Endroit

☐ National (Canada)  
National (Canada)

☒ Province/Territory (specify)  
Province/territoire (préciser)

Manitoba

Reporting Period:  
Période de rapport:

19 89

	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Occupational Group Catégories professionnelles												
Upper-level managers Cadres supérieurs												
Middle or other managers Cadres intermédiaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors Surveillants												
Foremen/women Contremaîtres												
Clerical workers Employés de bureau												
Sales workers Employés du secteur de la vente	11	1	10	3	1	2						
Service workers Employés du secteur des services												
Skilled crafts and trades workers Travailleurs qualifiés et artisans	1	1										
Semi-skilled manual workers Travailleurs manuels spécialisés												
Other manual workers Autres travailleurs manuels	6	4	2	1	1							
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	18	6	12	4	2	2						

\* Use separate Parts for permanent full-time and temporary employees  
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

EMP 3089 (9-84)

Canada









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**EMPLOYMENT EQUITY ACT**  
**1990: ANNUAL REPORT**  
**FOR THE YEAR ENDING DECEMBER 1989**

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**LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI**  
**1990: RAPPORT ANNUEL**  
**POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989**



**CANADIAN MOTORWAYS LTD.**

6013

Canada

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SCHEDULE II / ANNEXE II  
(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION REPORT SUMMARY AND CERTIFICATION OF ACCURACY  
ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form  
Formulaire 1

1. NAME OF EMPLOYER NOM DE L'EMPLOYEUR		1. CANADIAN MOTORWAYS LTD.		2. MAILING ADDRESS - ADRESSE POSTALE		2. 60 Eagle Drive, Winnipeg, Manitoba R3C 2L8		3. AREA CODE AND REG 3. 2 0 4		4. TELEPHONE NUMBER NUMÉRO DE TÉLÉPHONE		4. 631-5660			
5. ADDRESS ADRESSE		5. 60 Eagle Drive, Winnipeg, Manitoba R3C 2L8		6. NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE		6. D.L. (Don) White		7. NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI		7. F.H. (Harry) Hoskin		8. POSITION TITLE - TITRE OU FONCTION		8. Manager, Industrial Relations	
9. OFFICERS AGENTS		9. D.L. (Don) White		10. POSITION TITLE - TITRE OU FONCTION		10. Executive Vice-President & Chief Operating Officer		11. NO. OF EMPLOYEES NOMBRE D'EMPLOYES		11. 2281		12. NO. OF EMPLOYEES NOMBRE D'EMPLOYES		12. 2281	
13. INDUSTRIAL SECTOR(S)		13. Truck Transportation Industries		14. INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1		14. Truck Transportation Industries		15. NO. OF EMPLOYEES NOMBRE D'EMPLOYES		15. 2281		16. NO. OF EMPLOYEES NOMBRE D'EMPLOYES		16. 2281	
17. BRANCHES D'ACTIVITÉ		17. Truck Transportation Industries		18. INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2		18. Truck Transportation Industries		19. NO. OF EMPLOYEES NOMBRE D'EMPLOYES		19. 2281		20. NO. OF EMPLOYEES NOMBRE D'EMPLOYES		20. 2281	
21. INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3		21. Truck Transportation Industries		22. INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4		22. Truck Transportation Industries		23. NO. OF EMPLOYEES NOMBRE D'EMPLOYES		23. 2281		24. NO. OF EMPLOYEES NOMBRE D'EMPLOYES		24. 2281	
25. EMPLOYMENT STATUS CATÉGORIES		25. Permanent		26. NUMBER OF PERMANENT EMPLOYEES NOMBRE D'EMPLOYES PERMANENTS À TEMPS PLEIN		26. 1,159		27. NUMBER OF TEMPORARY EMPLOYEES NOMBRE D'EMPLOYES TEMPORAIRES		27. 76		28. NUMBER OF PERMANENT EMPLOYEES NOMBRE D'EMPLOYES PERMANENTS À TEMPS PLEIN		28. 1,159	
29. CATEGORIES DE SALAIRES		29. 1,159		30. NUMBER OF TEMPORARY EMPLOYEES NOMBRE D'EMPLOYES TEMPORAIRES		30. 76		31. NUMBER OF PERMANENT EMPLOYEES NOMBRE D'EMPLOYES PERMANENTS À TEMPS PLEIN		31. 1,159		32. NUMBER OF TEMPORARY EMPLOYEES NOMBRE D'EMPLOYES TEMPORAIRES		32. 76	
33. CERTIFICATION OF ACCURACY		33. D.L. White		34. I (Name) _____		34. D.L. White		35. I HEREBY CERTIFY ON BEHALF OF (Name of employer) _____		35. Canadian Motorways Ltd.		36. TOTAL EMPLOYEES IN CANADA NOMBRE TOTAL D'EMPLOYES AU CANADA		36. 2281	
37. ATTESTATION D'EXACTITUDE		37. D.L. White		38. I (Name) _____		38. D.L. White		39. I HEREBY CERTIFY ON BEHALF OF (Name of employer) _____		39. Canadian Motorways Ltd.		40. TOTAL EMPLOYEES IN CANADA NOMBRE TOTAL D'EMPLOYES AU CANADA		40. 2281	

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS.  
NOTA: VOIR LES INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES



Canada



EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY  
ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

FULL LEGAL NAME - NOM LÉgal AU COMPLET ① CANADIAN MOTORWAYS LTD.		COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE ② MOTORWAYS	
ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES PRINCIPALE ③ 60 Eagle Drive, Winnipeg, Manitoba R3C 2L8		MAILING ADDRESS - ADRESSE POSTALE ④ 60 Eagle Drive, Winnipeg, Manitoba R3C 2L8	
NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE ⑤ D. L. (Don) White		NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI ⑥ F. H. (Harry) Hoskin	
POSITION TITLE - TITRE DU FONCTIONNAIRE ⑦ Executive Vice-President & Chief Operating Officer		POSITION TITLE - TITRE DU FONCTIONNAIRE ⑧ Manager, Industrial Relations	
INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1 ⑨ Truck Transportation Industries		DEMOGRAPHIC DATA ⑩	
INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2 ⑪		INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 ⑫	
INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 ⑬		INDUSTRIAL SECTOR 5 - BRANCHE D'ACTIVITÉ 5 ⑭	
NUMBER OF PERMANENT FULL-TIME EMPLOYEES NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN ⑮ 1,159		NUMBER OF PERMANENT PART-TIME EMPLOYEES NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL ⑯ 76	
NUMBER OF TEMPORARY EMPLOYEES NOMBRE DE SALARIÉS TEMPORAIRES ⑰ 5		NUMBER OF EMPLOYEES LOCATED IN EACH AREA (INDIQUEZ LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR) ⑱	
EMPLOYMENT STATUS CATEGORIES CATEGORIES DE SALARIÉS ⑲		GEOGRAPHICAL AREAS (INDIQUEZ LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR) ⑳	
CERTIFICATION OF ACCURACY ATTESTATION D'EXACTITUDE ㉑		TOTAL EMPLOYEES IN MANITOBA NOMBRE TOTAL DE SALARIÉS AU CANADA ㉒	

DATE - DATE: May 28, 1990

SIGNATURE - SIGNATURE: *D. L. White*

ATTESTATION: *D. L. White*

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NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS  
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUTS LES FORMULAIRES

(98-6) / 001 400

Canada

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD	INDUSTRIAL SECTOR: TRUCK TRANSPORTATION INDUSTRIES	REPORTING PERIOD: 1989
LOCATION : <u>X</u> National (CANADA)      Province/Territory : _____      Designated CMA: _____		

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
=====														
UPPER LEVEL MANAGERS	70,000 -	4	2	2	0	0	0	0	0	0	0	0	0	0
	AND OVER	3	0	0	0	0	0	0	0	0	0	0	0	0
	65,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	69,999	1	1	1	0	0	0	0	0	0	0	0	0	0
=====														
MIDDLE OR OTHER MANAGERS	60,000 -	4	6	6	0	0	0	0	1	1	0	0	0	0
	64,999	3	15	15	0	0	0	0	1	1	0	0	0	0
	25,000 -	2	43	43	0	0	0	0	1	1	0	0	0	0
	27,499	1	26	21	5	0	0	0	0	0	0	0	0	0
=====														
PROFESSIONALS	35,000 -	4	3	2	1	0	0	0	0	0	0	0	0	0
	39,999	3	1	1	0	0	0	0	0	0	0	0	0	0
	25,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	27,499	1	2	1	1	0	0	0	1	1	0	0	0	0
=====														
SEMI-PROFESSIONALS	45,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
AND TECHNICIANS	49,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	1	2	2	0	0	0	0	0	0	0	0	0	0
=====														
SUPERVISORS	35,000 -	4	12	12	0	0	0	0	0	0	0	0	0	0
	39,999	3	6	3	3	0	0	0	2	2	0	0	0	0
	15,000 -	2	2	1	1	0	0	0	0	0	0	0	0	0
	17,499	1	5	0	5	0	0	0	0	0	0	0	0	0
=====														
FOREMEN/WOMEN	35,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	39,999	3	5	5	0	0	0	0	0	0	0	0	0	0
	27,500 -	2	4	4	0	0	0	0	0	0	0	0	0	0
	29,999	1	3	3	0	0	0	0	0	0	0	0	0	0

\* Use separate Parts for permanent  
part-time and temporary employees

\*\* 1 refers to the lowest salary quarter;  
4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
	=====													
CLERICAL WORKERS	40,000 -	4	16	1	15	0	0	0	0	0	0	0	0	0
	44,999	3	58	5	53	2	0	2	3	1	2	1	0	1
	2,500 -	2	85	15	70	0	0	0	0	0	0	3	3	0
	4,999	1	2	0	2	0	0	0	0	0	0	0	0	0
=====														
SALES WORKERS	35,000 -	4	3	3	0	0	0	0	0	0	0	0	0	0
	39,999	3	7	6	1	0	0	0	0	0	0	0	0	0
	27,500 -	2	11	11	0	0	0	0	1	1	0	0	0	0
	29,999	1	13	12	1	0	0	0	0	0	0	0	0	0
=====														
SERVICE WORKERS	30,000 -	4	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	1	1	1	0	0	0	0	0	0	0	0	0	0
=====														
SKILLED CRAFTS AND	45,000 -	4	9	9	0	0	0	0	0	0	0	1	1	0
TRADES WORKERS	49,999	3	23	23	0	2	2	0	1	1	0	1	1	0
	15,000 -	2	7	7	0	0	0	0	0	0	0	0	0	0
	17,499	1	4	4	0	0	0	0	0	0	0	0	0	0
	=====													
SEMI-SKILLED	70,000 -	4	11	11	0	0	0	0	1	1	0	0	0	0
MANUAL WORKERS	AND OVER	3	229	229	0	9	9	0	3	3	0	3	3	0
	0 -	2	480	480	0	7	7	0	11	11	0	8	8	0
	2,499	1	57	57	0	1	1	0	2	2	0	0	0	0
	=====													
OTHER MANUAL WORKERS	30,000 -	4	2	2	0	0	0	0	0	0	0	0	0	0
	34,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	27,500 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	29,999	1	1	1	0	0	0	0	0	0	0	0	0	0
=====														
TOTAL NUMBER OF EMPLOYEES			1,159	1,001	158	21	19	2	28	26	2	17	16	1
=====														

\*\* 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD	INDUSTRIAL SECTOR:TRUCK TRANSPORTATION INDUSTRIES	REPORTING PERIOD: 1989
LOCATION : <input checked="" type="checkbox"/> National (CANADA)    Province/Territory :    Designated CMA:		

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
			NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SENI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0

\* Use separate Parts for permanent  
full-time and temporary employees

\*\* 1 refers to the lowest salary quarter;  
4 refers to the highest salary quarter/



OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE Col.1	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
			NUMBER			NUMBER			NUMBER			NUMBER		
			Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	17,500 -	4	5	1	4	1	0	1	1	1	0	0	0	0
	19,999	3	9	0	9	0	0	0	0	0	0	0	0	0
	0 -	2	7	0	7	0	0	0	0	0	0	0	0	0
	2,499	1	4	0	4	0	0	0	1	0	1	0	0	0
SALES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	20,000 -	4	0	0	0	0	0	0	0	0	0	0	0	0
	22,499	3	0	0	0	0	0	0	0	0	0	0	0	0
	20,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	22,499	1	1	1	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	27,500 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	29,999	3	2	2	0	0	0	0	1	1	0	0	0	0
	0 -	2	10	10	0	0	0	0	0	0	0	0	0	0
	2,499	1	37	37	0	1	1	0	2	2	0	0	0	0
OTHER MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			76	52	24	2	1	1	5	4	1	0	0	0

\*\* 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

## SALARY SUMMARY : PERMANENT FULL-TIME EMPLOYEES \*

FORM 3 PART A

NAME OF BUSINESS :			INDUSTRIAL SECTOR:TRUCK TRANSPORTATION						REPORTING PERIOD:		1989			
CANADIAN MOTORWAYS LTD			INDUSTRIES											
LOCATION : _X_ National (CANADA)			Province/Territory :						Designated CMA:					
SALARY RANGES			ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
			NUMBER			NUMBER			NUMBER			NUMBER		
			Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UNDER \$ 10,000			12	11	1	0	0	0	0	0	0	0	0	0
\$ 10,000 - \$ 14,999			36	22	14	1	1	0	1	1	0	0	0	0
\$ 15,000 - \$ 17,499			50	21	29	0	0	0	1	1	0	2	2	0
\$ 17,500 - \$ 19,999			46	26	20	0	0	0	0	0	0	1	1	0
\$ 20,000 - \$ 22,499			40	20	20	0	0	0	1	0	1	0	0	0
\$ 22,500 - \$ 24,999			53	32	21	2	1	1	0	0	0	2	1	1
\$ 25,000 - \$ 27,499			55	42	13	0	0	0	3	3	0	0	0	0
\$ 27,500 - \$ 29,999			100	85	15	2	1	1	4	3	1	1	1	0
\$ 30,000 - \$ 34,999			309	289	20	4	4	0	10	10	0	7	7	0
\$ 35,000 - \$ 39,999			224	220	4	3	3	0	3	3	0	1	1	0
\$ 40,000 - \$ 49,999			174	173	1	7	7	0	3	3	0	3	3	0
\$ 50,000 - \$ 69,999			57	57	0	2	2	0	2	2	0	0	0	0
\$ 70,000 AND OVER			3	3	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			1,159	1,001	158	21	19	2	28	26	2	17	16	1

\* Use separate Parts for permanent part-time and temporary employees

## SALARY SUMMARY : PERMANENT PART-TIME EMPLOYEES \*

FORM 3 PART B

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD	INDUSTRIAL SECTOR: TRUCK TRANSPORTATION INDUSTRIES	REPORTING PERIOD: 1989
LOCATION : <u>X</u> National (CANADA)    Province/Territory : _____    Designated CMA: _____		

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UNDER \$ 2,500	23	20	3	0	0	0	3	2	1	0	0	0
\$ 2,500 - \$ 4,999	9	8	1	1	1	0	0	0	0	0	0	0
\$ 5,000 - \$ 7,499	13	9	4	0	0	0	0	0	0	0	0	0
\$ 7,500 - \$ 9,999	9	6	3	0	0	0	0	0	0	0	0	0
\$ 10,000 - \$ 12,499	10	3	7	0	0	0	0	0	0	0	0	0
\$ 12,500 - \$ 14,999	7	2	5	0	0	0	1	1	0	0	0	0
\$ 15,000 - \$ 17,499	1	1	0	0	0	0	0	0	0	0	0	0
\$ 17,500 - \$ 19,999	2	1	1	1	0	1	1	1	0	0	0	0
\$ 20,000 - \$ 24,999	1	1	0	0	0	0	0	0	0	0	0	0
\$ 25,000 - \$ 29,999	1	1	0	0	0	0	0	0	0	0	0	0
\$ 30,000 - \$ 39,999	0	0	0	0	0	0	0	0	0	0	0	0
\$ 40,000 - \$ 49,999	0	0	0	0	0	0	0	0	0	0	0	0
\$ 50,000 AND OVER	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	76	52	24	2	1	1	5	4	1	0	0	0

\* Use separate Parts for permanent full-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES HIRED \*

FORM 4 PART A

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD INDUSTRIAL SECTOR: TRUCK TRANSPORTATION REPORTING PERIOD: 1989  
INDUSTRIES  
 LOCATION : X National (CANADA)        Province/Territory :        Designated CMA:       

OCCUPATIONAL GROUPS

	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	9	9	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	1	1	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	2	2	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	22	5	17	0	0	0	1	1	0	1	1	0
SALES WORKERS	8	4	4	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	38	38	0	1	1	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	3	3	0	0	0	0	0	0	0	0	0	0
=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====
TOTAL NUMBER OF EMPLOYEES HIRED	83	62	21	1	1	0	1	1	0	1	1	0

\* Use separate Parts for permanent part-time and temporary employees



## PERMANENT PART-TIME EMPLOYEES HIRED \*

FORM 4 PART B

NAME OF BUSINESS :	INDUSTRIAL SECTOR: TRUCK TRANSPORTATION INDUSTRIES	REPORTING PERIOD:	1989
CANADIAN MOTORWAYS LTD.			
LOCATION : <input checked="" type="checkbox"/> National (CANADA)	Province/Territory :	Designated CMA:	

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	10	0	10	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	2	2	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	12	2	10	0	0	0	0	0	0	0	0	0

\* Use separate Parts for permanent full-time and temporary employees

## PERMANENT FULL-TIME EMPLOYEES PROMOTED \*

FORM 5 PART A

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD			INDUSTRIAL SECTOR: TRUCK TRANSPORTATION INDUSTRIES						REPORTING PERIOD: 1989					
LOCATION : <u>X</u> National (CANADA)    Province/Territory : _____			Designated CMA: _____											
EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)														
OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES				
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12		
=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====		
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0		
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0		
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0		
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0		
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0		
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0		
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0		
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0		
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0		
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0		
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0		
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0		
=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====		
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0		
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0		
=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====		

\* Use separate Parts for permanent part-time and temporary employees

## PERMANENT PART-TIME EMPLOYEES PROMOTED \*

FORM 5 PART B

NAME OF BUSINESS :	INDUSTRIAL SECTOR:TRUCK TRANSPORTATION	REPORTING PERIOD:	1989
CANADIAN MOTORWAYS LTD	INDUSTRIES		

LOCATION : <u>X</u> National (CANADA)	Province/Territory : _____	Designated CMA: _____
---------------------------------------	----------------------------	-----------------------

OCCUPATIONAL GROUPS	EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)											
	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
=====												
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
=====												
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
=====												
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0
=====												

\* Use separate Parts for permanent full-time and temporary employees

## PERMANENT FULL-TIME EMPLOYEES TERMINATED \*

FORM 6 PART A

NAME OF BUSINESS :	INDUSTRIAL SECTOR:TRUCK TRANSPORTATION	REPORTING PERIOD:	1989
CANADIAN MOTORWAYS LTD	INDUSTRIES		
LOCATION : <u>X</u> National (CANADA)    Province/Territory : _____ Designated CMA: _____			

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	4	4	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	56	54	2	0	0	0	0	0	0	1	1	0
PROFESSIONALS	9	6	3	0	0	0	0	0	0	1	0	1
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	34	27	7	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	8	8	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	132	28	104	1	1	0	3	1	2	5	2	3
SALES WORKERS	51	40	11	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	1	1	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	40	40	0	1	1	0	1	1	0	1	1	0
SEMI-SKILLED MANUAL WORKERS	600	597	3	10	10	0	15	15	0	3	3	0
OTHER MANUAL WORKERS	1	1	0	0	0	0	0	0	0	1	1	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	936	806	130	12	12	0	19	17	2	12	8	4

\* Use separate Parts for permanent part-time and temporary employees



## PERMANENT PART-TIME EMPLOYEES TERMINATED \*

FORM 6 PART B

NAME OF BUSINESS :		INDUSTRIAL SECTOR: TRUCK TRANSPORTATION INDUSTRIES									REPORTING PERIOD: 1989		
LOCATION : <input checked="" type="checkbox"/> National (CANADA) <input type="checkbox"/> Province/Territory : _____		Designated CMA: _____											
OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES			
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	
	NUMBER			NUMBER			NUMBER			NUMBER			
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0	
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0	
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0	
FOREMEN/WOMEN	1	1	0	0	0	0	0	0	0	0	0	0	
CLERICAL WORKERS	30	3	27	0	0	0	1	1	0	0	0	0	
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	
SEMI-SKILLED MANUAL WORKERS	74	74	0	1	1	0	1	1	0	0	0	0	
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES TERMINATED	105	78	27	1	1	0	2	2	0	0	0	0	

\* Use separate Parts for permanent full-time and temporary employees

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD INDUSTRIAL SECTOR: TRUCK TRANSPORTATION INDUSTRIES REPORTING PERIOD: 1989

LOCATION : ☐ National (CANADA) ☒ Province/Territory : ☐ Manitoba ☐ Designated CNA: \_\_\_\_\_

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
			NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS	70,000 -	4	2	2	0	0	0	0	0	0	0	0	0	0
	AND OVER	3	0	0	0	0	0	0	0	0	0	0	0	0
	65,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	69,999	1	1	1	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	60,000 -	4	4	4	0	0	0	0	0	0	0	0	0	0
	64,999	3	9	9	0	0	0	0	1	1	0	0	0	0
	27,500 -	2	11	11	0	0	0	0	1	1	0	0	0	0
	29,999	1	14	12	2	0	0	0	0	0	0	0	0	0
PROFESSIONALS	35,000 -	4	3	2	1	0	0	0	0	0	0	0	0	0
	39,999	3	1	1	0	0	0	0	0	0	0	0	0	0
	25,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	27,499	1	2	1	1	0	0	0	1	1	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	45,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	49,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	1	2	2	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	30,000 -	4	5	5	0	0	0	0	0	0	0	0	0	0
	34,999	3	4	2	2	0	0	0	1	1	0	0	0	0
	15,000 -	2	1	0	1	0	0	0	0	0	0	0	0	0
	17,499	1	5	0	5	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	30,000 -	4	2	2	0	0	0	0	0	0	0	0	0	0
	34,999	3	1	1	0	0	0	0	0	0	0	0	0	0
	27,500 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	29,999	1	1	1	0	0	0	0	0	0	0	0	0	0

\* Use separate Parts for permanent part-time and temporary employees

\*\* 1 refers to the lowest salary quarter;  
4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
			NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	25,000 -	4	11	2	9	0	0	0	1	1	0	0	0	0
	27,499	3	20	4	16	0	0	0	0	0	0	0	0	0
	10,000 -	2	41	10	31	0	0	0	0	0	0	3	3	0
	12,499	1	13	1	12	0	0	0	0	0	0	0	0	0
SALES WORKERS	35,000 -	4	2	1	1	0	0	0	0	0	0	0	0	0
	39,999	3	2	2	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	2	2	0	0	0	0	0	0	0	0	0	0
	34,999	1	2	2	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	30,000 -	4	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	1	1	1	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	35,000 -	4	3	3	0	0	0	0	0	0	0	0	0	0
	39,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	27,500 -	2	3	3	0	1	1	0	0	0	0	0	0	0
	29,999	1	2	2	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	70,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	AND OVER	3	24	24	0	0	0	0	0	0	0	0	0	0
	5,000 -	2	100	100	0	1	1	0	2	2	0	1	1	0
	7,499	1	22	22	0	1	1	0	0	0	0	0	0	0
OTHER MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			318	237	81	3	3	0	7	7	0	4	4	0

\*\* 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

## OCCUPATIONAL GROUPS : PERMANENT PART-TIME EMPLOYEES \*

FORM 2 PART B PAGE 1

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD  
 INDUSTRIAL SECTOR: TRUCK TRANSPORTATION INDUSTRIES  
 REPORTING PERIOD: 1989  
 LOCATION : National (CANADA) X Province/Territory : Manitoba Designated CMA: \_\_\_\_\_

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
			Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0

\* Use separate Parts for permanent  
full-time and temporary employees

\*\* 1 refers to the lowest salary quarter;  
4 refers to the highest salary quarter/



OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
			NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	12,500 -	4	7	0	7	0	0	0	0	0	0	0	0	0
	14,999	3	2	0	2	0	0	0	0	0	0	0	0	0
	0 -	2	2	0	2	0	0	0	0	0	0	0	0	0
	2,499	1	1	0	1	0	0	0	1	0	1	0	0	0
SALES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	17,500 -	4	2	2	0	0	0	0	1	1	0	0	0	0
	19,999	3	2	2	0	0	0	0	0	0	0	0	0	0
	0 -	2	5	5	0	0	0	0	0	0	0	0	0	0
	2,499	1	11	11	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			32	20	12	0	0	0	2	1	1	0	0	0

\*\* 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

## SALARY SUMMARY : PERMANENT FULL-TIME EMPLOYEES \*

FORM 3 PART A

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD INDUSTRIAL SECTOR: TRUCK TRANSPORTATION INDUSTRIES REPORTING PERIOD: 1989

LOCATION : National (CANADA) X Province/Territory : Manitoba Designated CMA:

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UNDER \$ 10,000	1	1	0	0	0	0	0	0	0	0	0	0
\$ 10,000 - \$ 14,999	20	8	12	1	1	0	0	0	0	0	0	0
\$ 15,000 - \$ 17,499	35	9	26	0	0	0	0	0	0	2	2	0
\$ 17,500 - \$ 19,999	25	9	16	0	0	0	0	0	0	1	1	0
\$ 20,000 - \$ 22,499	19	7	12	0	0	0	0	0	0	0	0	0
\$ 22,500 - \$ 24,999	12	6	6	0	0	0	0	0	0	0	0	0
\$ 25,000 - \$ 27,499	18	13	5	0	0	0	2	2	0	0	0	0
\$ 27,500 - \$ 29,999	34	33	1	0	0	0	2	2	0	0	0	0
\$ 30,000 - \$ 34,999	63	63	0	1	1	0	1	1	0	1	1	0
\$ 35,000 - \$ 39,999	36	33	3	1	1	0	0	0	0	0	0	0
\$ 40,000 - \$ 49,999	38	38	0	0	0	0	2	2	0	0	0	0
\$ 50,000 - \$ 69,999	14	14	0	0	0	0	0	0	0	0	0	0
\$ 70,000 AND OVER	3	3	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	318	237	81	3	3	0	7	7	0	4	4	0

\* Use separate Parts for permanent part-time and temporary employees

## SALARY SUMMARY : PERMANENT PART-TIME EMPLOYEES \*

FORM 3 PART B

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD	INDUSTRIAL SECTOR:TRUCK TRANSPORTATION INDUSTRIES	REPORTING PERIOD: 1989
LOCATION : <input type="checkbox"/> National (CANADA) <input checked="" type="checkbox"/> Province/Territory : <u>Manitoba</u> <input type="checkbox"/> Designated CMA: _____		

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UNDER \$ 2,500	7	6	1	0	0	0	1	0	1	0	0	0
\$ 2,500 - \$ 4,999	4	4	0	0	0	0	0	0	0	0	0	0
\$ 5,000 - \$ 7,499	5	3	2	0	0	0	0	0	0	0	0	0
\$ 7,500 - \$ 9,999	4	3	1	0	0	0	0	0	0	0	0	0
\$ 10,000 - \$ 12,499	5	1	4	0	0	0	0	0	0	0	0	0
\$ 12,500 - \$ 14,999	5	1	4	0	0	0	0	0	0	0	0	0
\$ 15,000 - \$ 17,499	1	1	0	0	0	0	0	0	0	0	0	0
\$ 17,500 - \$ 19,999	1	1	0	0	0	0	1	1	0	0	0	0
\$ 20,000 - \$ 24,999	0	0	0	0	0	0	0	0	0	0	0	0
\$ 25,000 - \$ 29,999	0	0	0	0	0	0	0	0	0	0	0	0
\$ 30,000 - \$ 39,999	0	0	0	0	0	0	0	0	0	0	0	0
\$ 40,000 - \$ 49,999	0	0	0	0	0	0	0	0	0	0	0	0
\$ 50,000 AND OVER	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	32	20	12	0	0	0	2	1	1	0	0	0

\* Use separate Parts for permanent full-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES HIRED \*

FORM 4 PART A

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD	INDUSTRIAL SECTOR: TRUCK TRANSPORTATION INDUSTRIES	REPORTING PERIOD: 1989
LOCATION : <input type="checkbox"/> National (CANADA) <input checked="" type="checkbox"/> Province/Territory : <u>Manitoba</u> <input type="checkbox"/> Designated CMA: _____		

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	3	3	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	1	1	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	11	4	7	0	0	0	1	1	0	1	1	0
SALES WORKERS	1	0	1	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====
TOTAL NUMBER OF EMPLOYEES HIRED	16	8	8	0	0	0	1	1	0	1	1	0

\* Use separate Parts for permanent part-time and temporary employees



## PERMANENT PART-TIME EMPLOYEES HIRED \*

FORM 4 PART B

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD INDUSTRIAL SECTOR: TRUCK TRANSPORTATION INDUSTRIES REPORTING PERIOD: 1989

LOCATION : National (CANADA) ☒ Province/Territory : Manitoba Designated CMA:

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	8	0	8	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	8	0	8	0	0	0	0	0	0	0	0	0

\* Use separate Parts for permanent full-time and temporary employees

## PERMANENT FULL-TIME EMPLOYEES PROMOTED \*

FORM 5 PART A

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD INDUSTRIAL SECTOR: TRUCK TRANSPORTATION INDUSTRIES REPORTING PERIOD: 1989

LOCATION : National (CANADA) ☒ Province/Territory : Manitoba Designated CMA: \_\_\_\_\_

OCCUPATIONAL GROUPS	EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)											
	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
=====												
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
=====												
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
=====												
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0
=====												

\* Use separate Parts for permanent part-time and temporary employees

## PERMANENT PART-TIME EMPLOYEES PROMOTED \*

FORM 5 PART B

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD INDUSTRIAL SECTOR: TRUCK TRANSPORTATION INDUSTRIES REPORTING PERIOD: 1989

LOCATION : National (CANADA) X Province/Territory : Manitoba Designated CMA:

EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0
=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====

\* Use separate Parts for permanent full-time and temporary employees

## PERMANENT FULL-TIME EMPLOYEES TERMINATED \*

FORM 6 PART A

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD INDUSTRIAL SECTOR: TRUCK TRANSPORTATION INDUSTRIES REPORTING PERIOD: 1989

LOCATION : National (CANADA) X Province/Territory : Manitoba Designated CMA:

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	2	2	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	4	4	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	9	6	3	0	0	0	0	0	0	1	0	1
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	2	1	1	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	37	8	29	0	0	0	2	1	1	3	1	2
SALES WORKERS	2	2	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	6	6	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	62	29	33	0	0	0	2	1	1	4	1	3

\* Use separate Parts for permanent part-time and temporary employees



## PERMANENT PART-TIME EMPLOYEES TERMINATED \*

FORM 6 PART B

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD INDUSTRIAL SECTOR: TRUCK TRANSPORTATION INDUSTRIES REPORTING PERIOD: 1989

LOCATION : National (CANADA) X Province/Territory : Manitoba Designated CMA:

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	7	0	7	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	7	0	7	0	0	0	0	0	0	0	0	0

\* Use separate Parts for permanent full-time and temporary employees

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD	INDUSTRIAL SECTOR:TRUCK TRANSPORTATION INDUSTRIES	REPORTING PERIOD: 1989
LOCATION : National (CANADA) <input checked="" type="checkbox"/> Province/Territory : Saskatchewan <input checked="" type="checkbox"/> Designated CMA: _____		

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
			NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	45,000 -	4	2	2	0	0	0	0	0	0	0	0	0	0
	49,999	3	2	2	0	0	0	0	0	0	0	0	0	0
	27,500 -	2	10	10	0	0	0	0	0	0	0	0	0	0
	29,999	1	3	2	1	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	35,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	39,999	3	1	1	0	0	0	0	0	0	0	0	0	0
	27,500 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	29,999	1	2	2	0	0	0	0	1	1	0	0	0	0
FOREMEN/WOMEN	30,000 -	4	2	2	0	0	0	0	0	0	0	0	0	0
	34,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	1	1	0	0	0	0	0	0	0	0	0	0
	34,999	1	1	1	0	0	0	0	0	0	0	0	0	0

\* Use separate Parts for permanent part-time and temporary employees

\*\* 1 refers to the lowest salary quarter;  
4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
			NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	27,500 -	4	10	1	9	0	0	0	2	0	2	0	0	0
	29,999	3	3	0	3	0	0	0	0	0	0	0	0	0
	2,500 -	2	1	0	1	0	0	0	0	0	0	0	0	0
	4,999	1	1	0	1	0	0	0	0	0	0	0	0	0
SALES WORKERS	30,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	34,999	3	2	2	0	0	0	0	0	0	0	0	0	0
	27,500 -	2	1	1	0	0	0	0	0	0	0	0	0	0
	29,999	1	1	1	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	35,000 -	4	5	5	0	0	0	0	0	0	0	0	0	0
	39,999	3	1	1	0	0	0	0	0	0	0	0	0	0
	15,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	17,499	1	2	2	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	50,000 -	4	44	44	0	1	1	0	0	0	0	0	0	0
	54,999	3	118	118	0	3	3	0	4	4	0	1	1	0
	0 -	2	36	36	0	0	0	0	1	1	0	0	0	0
	2,499	1	8	8	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	30,000 -	4	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	1	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			260	245	15	4	4	0	8	6	2	1	1	0

\*\* 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

## OCCUPATIONAL GROUPS : PERMANENT PART-TIME EMPLOYEES \*

FORM 2 PART B PAGE 1

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD	INDUSTRIAL SECTOR:TRUCK TRANSPORTATION INDUSTRIES	REPORTING PERIOD: 1989
LOCATION : <u>  National (CANADA)  </u> <u>  X  </u> Province/Territory : <u>  Saskatchewan  </u> <u>      </u> Designated CMA: <u>      </u>		

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0

\* Use separate Parts for permanent  
full-time and temporary employees

\*\* 1 refers to the lowest salary quarter;  
4 refers to the highest salary quarter/



OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
			Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	12,500 -	4	2	1	1	0	0	0	1	1	0	0	0	0
	14,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	2,500 -	2	3	0	3	0	0	0	0	0	0	0	0	0
	4,999	1	1	0	1	0	0	0	0	0	0	0	0	0
SALES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND		4	0	0	0	0	0	0	0	0	0	0	0	0
TRADES WORKERS		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED	27,500 -	4	1	1	0	0	0	0	0	0	0	0	0	0
MANUAL WORKERS	29,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	0 -	2	1	1	0	0	0	0	0	0	0	0	0	0
	2,499	1	12	12	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			20	15	5	0	0	0	1	1	0	0	0	0

\*\* 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

## SALARY SUMMARY : PERMANENT FULL-TIME EMPLOYEES \*

FORM 3 PART A

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD			INDUSTRIAL SECTOR: TRUCK TRANSPORTATION INDUSTRIES						REPORTING PERIOD: 1989			
LOCATION : National (CANADA)			X Province/Territory : Saskatchewan						Designated CMA:			
SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UNDER \$ 10,000	7	6	1	0	0	0	0	0	0	0	0	0
\$ 10,000 - \$ 14,999	4	3	1	0	0	0	0	0	0	0	0	0
\$ 15,000 - \$ 17,499	7	7	0	0	0	0	1	1	0	0	0	0
\$ 17,500 - \$ 19,999	7	5	2	0	0	0	0	0	0	0	0	0
\$ 20,000 - \$ 22,499	7	3	4	0	0	0	1	0	1	0	0	0
\$ 22,500 - \$ 24,999	17	13	4	0	0	0	0	0	0	0	0	0
\$ 25,000 - \$ 27,499	16	16	0	0	0	0	1	1	0	0	0	0
\$ 27,500 - \$ 29,999	30	27	3	1	1	0	2	1	1	0	0	0
\$ 30,000 - \$ 34,999	89	89	0	2	2	0	3	3	0	1	1	0
\$ 35,000 - \$ 39,999	32	32	0	0	0	0	0	0	0	0	0	0
\$ 40,000 - \$ 49,999	40	40	0	1	1	0	0	0	0	0	0	0
\$ 50,000 - \$ 69,999	4	4	0	0	0	0	0	0	0	0	0	0
\$ 70,000 AND OVER	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	260	245	15	4	4	0	8	6	2	1	1	0

\* Use separate Parts for permanent part-time and temporary employees

## SALARY SUMMARY : PERMANENT PART-TIME EMPLOYEES \*

FORM 3 PART B

NAME OF BUSINESS :			INDUSTRIAL SECTOR: TRUCK TRANSPORTATION						REPORTING PERIOD: 1989					
CANADIAN MOTORWAYS LTD			INDUSTRIES											
LOCATION : <input type="checkbox"/> National (CANADA) <input checked="" type="checkbox"/> Province/Territory : <input type="checkbox"/> Saskatchewan <input type="checkbox"/> Designated DMA: _____														
SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES				
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN		
	NUMBER			NUMBER			NUMBER			NUMBER				
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12		
UNDER \$ 2,500	7	7	0	0	0	0	0	0	0	0	0	0		
\$ 2,500 - \$ 4,999	2	1	1	0	0	0	0	0	0	0	0	0		
\$ 5,000 - \$ 7,499	5	4	1	0	0	0	0	0	0	0	0	0		
\$ 7,500 - \$ 9,999	2	0	2	0	0	0	0	0	0	0	0	0		
\$ 10,000 - \$ 12,499	1	1	0	0	0	0	0	0	0	0	0	0		
\$ 12,500 - \$ 14,999	2	1	1	0	0	0	1	1	0	0	0	0		
\$ 15,000 - \$ 17,499	0	0	0	0	0	0	0	0	0	0	0	0		
\$ 17,500 - \$ 19,999	0	0	0	0	0	0	0	0	0	0	0	0		
\$ 20,000 - \$ 24,999	0	0	0	0	0	0	0	0	0	0	0	0		
\$ 25,000 - \$ 29,999	1	1	0	0	0	0	0	0	0	0	0	0		
\$ 30,000 - \$ 39,999	0	0	0	0	0	0	0	0	0	0	0	0		
\$ 40,000 - \$ 49,999	0	0	0	0	0	0	0	0	0	0	0	0		
\$ 50,000 AND OVER	0	0	0	0	0	0	0	0	0	0	0	0		
TOTAL NUMBER OF EMPLOYEES	20	15	5	0	0	0	1	1	0	0	0	0		

\* Use separate Parts for permanent full-time and temporary employees

## PERMANENT FULL-TIME EMPLOYEES HIRED \*

FORM 4 PART A

NAME OF BUSINESS :		INDUSTRIAL SECTOR: TRUCK TRANSPORTATION INDUSTRIES						REPORTING PERIOD: 1989					
CANADIAN MOTORWAYS LTD													
LOCATION : <u>    </u> National (CANADA) <u>  X  </u> Province/Territory : <u>  Saskatchewan  </u> <u>    </u> Designated CMA: <u>                    </u>													
OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES			
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	
	NUMBER			NUMBER			NUMBER			NUMBER			
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0	
MIDDLE OR OTHER MANAGERS	1	1	0	0	0	0	0	0	0	0	0	0	
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0	
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0	
CLERICAL WORKERS	2	0	2	0	0	0	0	0	0	0	0	0	
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	
SEMI-SKILLED MANUAL WORKERS	16	16	0	1	1	0	0	0	0	0	0	0	
OTHER MANUAL WORKERS	1	1	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES HIRED	20	18	2	1	1	0	0	0	0	0	0	0	

\* Use separate Parts for permanent part-time and temporary employees



## PERMANENT PART-TIME EMPLOYEES HIRED \*

FORM 4 PART B

NAME OF BUSINESS :		INDUSTRIAL SECTOR:TRUCK TRANSPORTATION INDUSTRIES						REPORTING PERIOD:		1989			
LOCATION : <input type="checkbox"/> National (CANADA) <input checked="" type="checkbox"/> Province/Territory : <input type="checkbox"/> Saskatchewan <input type="checkbox"/> Designated CMA:		ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
OCCUPATIONAL GROUPS	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	
	NUMBER			NUMBER			NUMBER			NUMBER			
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0	
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0	
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0	
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0	
CLERICAL WORKERS	1	0	1	0	0	0	0	0	0	0	0	0	
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES HIRED	1	0	1	0	0	0	0	0	0	0	0	0	

\* Use separate Parts for permanent full-time and temporary employees

## PERMANENT FULL-TIME EMPLOYEES PROMOTED \*

FORM 5 PART A

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD INDUSTRIAL SECTOR: TRUCK TRANSPORTATION INDUSTRIES REPORTING PERIOD: 1989

LOCATION : National (CANADA) ☒ Province/Territory : Saskatchewan Designated CMA: \_\_\_\_\_

OCCUPATIONAL GROUPS	EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)											
	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0

\* Use separate Parts for permanent part-time and temporary employees

## PERMANENT PART-TIME EMPLOYEES PROMOTED \*

FORM 5 PART B

NAME OF BUSINESS :	INDUSTRIAL SECTOR: TRUCK TRANSPORTATION	REPORTING PERIOD:	1989
CANADIAN MOTORWAYS LTD	INDUSTRIES*		
LOCATION : <u>    </u> National (CANADA) <u>  X  </u> Province/Territory : <u>  Saskatchewan  </u> Designated CMA: <u>                    </u>			

OCCUPATIONAL GROUPS	EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)											
	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
=====												
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
=====												
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
=====												
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0
=====												

\* Use separate Parts for permanent full-time and temporary employees

## PERMANENT FULL-TIME EMPLOYEES TERMINATED \*

FORM 6 PART A

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD			INDUSTRIAL SECTOR: TRUCK TRANSPORTATION INDUSTRIES						REPORTING PERIOD: 1989					
LOCATION : <input type="checkbox"/> National (CANADA) <input checked="" type="checkbox"/> Province/Territory : <u>Saskatchewan</u> <input type="checkbox"/> Designated CMA: _____														
OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES				
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN		
	NUMBER			NUMBER			NUMBER			NUMBER				
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12		
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0		
MIDDLE OR OTHER MANAGERS	1	1	0	0	0	0	0	0	0	0	0	0		
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0		
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0		
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0		
FOREMEN/WOMEN	1	1	0	0	0	0	0	0	0	0	0	0		
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0		
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0		
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0		
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0		
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0		
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0		
TOTAL NUMBER OF EMPLOYEES TERMINATED	2	2	0	0	0	0	0	0	0	0	0	0		

\* Use separate Parts for permanent part-time and temporary employees



## PERMANENT PART-TIME EMPLOYEES TERMINATED \*

FORM 6 PART B

NAME OF BUSINESS :	INDUSTRIAL SECTOR: TRUCK TRANSPORTATION	REPORTING PERIOD:	1989
CANADIAN MOTORWAYS LTD	INDUSTRIES		
LOCATION : <input type="checkbox"/> National (CANADA) <input checked="" type="checkbox"/> Province/Territory : <input type="checkbox"/> Saskatchewan <input type="checkbox"/> Designated CNA: _____			

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL			TOTAL			TOTAL			TOTAL		
	MEN			MEN			MEN			MEN		
	WOMEN			WOMEN			WOMEN			WOMEN		
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
=====												
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
=====												
TOTAL NUMBER OF EMPLOYEES TERMINATED	0	0	0	0	0	0	0	0	0	0	0	0
=====												

\* Use separate Parts for permanent full-time and temporary employees

## OCCUPATIONAL GROUPS : PERMANENT FULL-TIME EMPLOYEES \*

FORM 2 PART A PAGE 1

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD INDUSTRIAL SECTOR:TRUCK TRANSPORTATION INDUSTRIES REPORTING PERIOD: 1989

LOCATION : National (CANADA) X Province/Territory : Alberta Designated CMA:

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
			NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	55,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	59,999	3	1	1	0	0	0	0	0	0	0	0	0	0
	35,000 -	2	2	2	0	0	0	0	0	0	0	0	0	0
	39,999	1	6	6	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	30,000 -	4	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	1	1	0	1	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	30,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	34,999	3	1	1	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	1	1	1	0	0	0	0	0	0	0	0	0	0

\* Use separate Parts for permanent part-time and temporary employees

\*\* 1 refers to the lowest salary quarter;  
4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
			NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	25,000 -	4	1	0	1	0	0	0	0	0	0	0	0	0
	27,499	3	4	1	3	0	0	0	0	0	0	0	0	0
	20,000 -	2	8	1	7	0	0	0	0	0	0	1	0	1
	22,499	1	2	0	2	0	0	0	0	0	0	0	0	0
SALES WORKERS	35,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	39,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	27,500 -	2	3	3	0	0	0	0	0	0	0	0	0	0
	29,999	1	4	4	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	40,000 -	4	5	5	0	0	0	0	0	0	0	1	1	0
	44,999	3	3	3	0	0	0	0	0	0	0	0	0	0
	20,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	22,499	1	1	1	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	65,000 -	4	5	5	0	0	0	0	0	0	0	0	0	0
	69,999	3	22	22	0	1	1	0	0	0	0	0	0	0
	15,000 -	2	77	77	0	0	0	0	4	4	0	0	0	0
	17,499	1	22	22	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			172	158	14	1	1	0	4	4	0	2	1	1

\*\* 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD	INDUSTRIAL SECTOR:TRUCK TRANSPORTATION INDUSTRIES	REPORTING PERIOD: 1989
LOCATION : <u>  </u> National (CANADA) <u>  </u> Province/Territory : <u>  </u> Alberta <u>  </u> Designated CMA: <u>  </u>		

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
			Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0

\* Use separate Parts for permanent  
full-time and temporary employees

\*\* 1 refers to the lowest salary quarter;  
4 refers to the highest salary quarter/



OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	10,000 -	4	2	0	2	0	0	0	0	0	0	0	0	0
	12,499	3	0	0	0	0	0	0	0	0	0	0	0	0
	0 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	2,499	1	1	0	1	0	0	0	0	0	0	0	0	0
SALES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	10,000 -	4	2	2	0	0	0	0	0	0	0	0	0	0
	12,499	3	2	2	0	0	0	0	0	0	0	0	0	0
	0 -	2	4	4	0	1	1	0	0	0	0	0	0	0
	2,499	1	5	5	0	0	0	0	2	2	0	0	0	0
OTHER MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			16	13	3	1	1	0	2	2	0	0	0	0

\*\* 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

## SALARY SUMMARY : PERMANENT FULL-TIME EMPLOYEES \*

FORM 3 PART A

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD			INDUSTRIAL SECTOR:TRUCK-TRANSPORTATION INDUSTRIES						REPORTING PERIOD: 1989			
LOCATION : <input type="checkbox"/> National (CANADA)			<input checked="" type="checkbox"/> Province/Territory : <u>Alberta</u>						Designated CMA: _____			
SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UNDER \$ 10,000	0	0	0	0	0	0	0	0	0	0	0	0
\$ 10,000 - \$ 14,999	0	0	0	0	0	0	0	0	0	0	0	0
\$ 15,000 - \$ 17,499	1	1	0	0	0	0	0	0	0	0	0	0
\$ 17,500 - \$ 19,999	5	5	0	0	0	0	0	0	0	0	0	0
\$ 20,000 - \$ 22,499	8	5	3	0	0	0	0	0	0	0	0	0
\$ 22,500 - \$ 24,999	14	5	9	0	0	0	0	0	0	1	0	1
\$ 25,000 - \$ 27,499	4	3	1	0	0	0	0	0	0	0	0	0
\$ 27,500 - \$ 29,999	7	7	0	0	0	0	0	0	0	0	0	0
\$ 30,000 - \$ 34,999	40	39	1	0	0	0	2	2	0	0	0	0
\$ 35,000 - \$ 39,999	51	51	0	0	0	0	2	2	0	1	1	0
\$ 40,000 - \$ 49,999	27	27	0	0	0	0	0	0	0	0	0	0
\$ 50,000 - \$ 69,999	15	15	0	1	1	0	0	0	0	0	0	0
\$ 70,000 AND OVER	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	172	158	14	1	1	0	4	4	0	2	1	1

\* Use separate Parts for permanent part-time and temporary employees

## SALARY SUMMARY : PERMANENT PART-TIME EMPLOYEES \*

FORM 3 PART B

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD INDUSTRIAL SECTOR: TRUCK TRANSPORTATION INDUSTRIES REPORTING PERIOD: 1989

LOCATION : National (CANADA) X Province/Territory : Alberta Designated CNA:

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UNDER \$ 2,500	5	4	1	0	0	0	2	2	0	0	0	0
\$ 2,500 - \$ 4,999	3	3	0	1	1	0	0	0	0	0	0	0
\$ 5,000 - \$ 7,499	2	2	0	0	0	0	0	0	0	0	0	0
\$ 7,500 - \$ 9,999	3	3	0	0	0	0	0	0	0	0	0	0
\$ 10,000 - \$ 12,499	3	1	2	0	0	0	0	0	0	0	0	0
\$ 12,500 - \$ 14,999	0	0	0	0	0	0	0	0	0	0	0	0
\$ 15,000 - \$ 17,499	0	0	0	0	0	0	0	0	0	0	0	0
\$ 17,500 - \$ 19,999	0	0	0	0	0	0	0	0	0	0	0	0
\$ 20,000 - \$ 24,999	0	0	0	0	0	0	0	0	0	0	0	0
\$ 25,000 - \$ 29,999	0	0	0	0	0	0	0	0	0	0	0	0
\$ 30,000 - \$ 39,999	0	0	0	0	0	0	0	0	0	0	0	0
\$ 40,000 - \$ 49,999	0	0	0	0	0	0	0	0	0	0	0	0
\$ 50,000 AND OVER	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	16	13	3	1	1	0	2	2	0	0	0	0

\* Use separate Parts for permanent full-time and temporary employees

## PERMANENT FULL-TIME EMPLOYEES HIRED \*

FORM 4 PART A

NAME OF BUSINESS :			INDUSTRIAL SECTOR: TRUCK TRANSPORTATION INDUSTRIES						REPORTING PERIOD: 1989					
CANADIAN MOTORWAYS LTD														
LOCATION : National (CANADA) <input checked="" type="checkbox"/> Province/Territory : <u>Alberta</u> Designated CNA: _____														
OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES				
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN		
	NUMBER			NUMBER			NUMBER			NUMBER				
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12		
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0		
MIDDLE OR OTHER MANAGERS	2	2	0	0	0	0	0	0	0	0	0	0		
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0		
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0		
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0		
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0		
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0		
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0		
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0		
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0		
SEMI-SKILLED MANUAL WORKERS	1	1	0	0	0	0	0	0	0	0	0	0		
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0		
TOTAL NUMBER OF EMPLOYEES HIRED	3	3	0	0	0	0	0	0	0	0	0	0		

\* Use separate Parts for permanent part-time and temporary employees



## PERMANENT PART-TIME EMPLOYEES HIRED \*

FORM 4 PART B

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD	INDUSTRIAL SECTOR: TRUCK TRANSPORTATION INDUSTRIES	REPORTING PERIOD: 1989
LOCATION : <u>  National (CANADA)  </u> <u>  X  </u> Province/Territory : <u>  Alberta  </u> Designated CMA: <u>                    </u>		

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	1	1	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	1	1	0	0	0	0	0	0	0	0	0	0

\* Use separate Parts for permanent full-time and temporary employees

## PERMANENT FULL-TIME EMPLOYEES PROMOTED \*

FORM 5 PART A

NAME OF BUSINESS :		INDUSTRIAL SECTOR: TRUCK TRANSPORTATION INDUSTRIES						REPORTING PERIOD: 1989					
CANADIAN MOTORWAYS LTD													
LOCATION : National (CANADA)		X Province/Territory : Alberta						Designated CMA: _____					
EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)													
OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES			
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	
	NUMBER			NUMBER			NUMBER			NUMBER			
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0	
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0	
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0	
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0	
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	

\* Use separate Parts for permanent part-time and temporary employees

## PERMANENT PART-TIME EMPLOYEES PROMOTED \*

FORM 5 PART B

NAME OF BUSINESS :	INDUSTRIAL SECTOR: TRUCK TRANSPORTATION	REPORTING PERIOD: 1989
CANADIAN MOTORWAYS LTD	INDUSTRIES	
LOCATION : <u>    </u> National (CANADA) <u>  X  </u> Province/Territory : <u>  Alberta  </u> <u>    </u> Designated CMA: <u>                    </u>		

EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0
=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====

\* Use separate Parts for permanent full-time and temporary employees

## PERMANENT FULL-TIME EMPLOYEES TERMINATED \*

FORM 6 PART A

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD			INDUSTRIAL SECTOR: TRUCK TRANSPORTATION INDUSTRIES						REPORTING PERIOD: 1989			
LOCATION : National (CANADA) X Province/Territory : Alberta Designated CHA: _____												
OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	1	1	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	1	0	1	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	2	1	1	0	0	0	0	0	0	0	0	0

\* Use separate Parts for permanent part-time and temporary employees



## PERMANENT PART-TIME EMPLOYEES TERMINATED \*

FORM 6 PART B

NAME OF BUSINESS :			INDUSTRIAL SECTOR:TRUCK TRANSPORTATION INDUSTRIES						REPORTING PERIOD: 1989		
CANADIAN MOTORWAYS LTD											
LOCATION : <u>  </u> National (CANADA)			<u>  X  </u> Province/Territory : <u>  </u> Alberta			<u>  </u> Designated CMA: <u>  </u>					

\* Use separate Parts for permanent full-time and temporary employees

## OCCUPATIONAL GROUPS : PERMANENT FULL-TIME EMPLOYEES \*

FORM 2 PART A PAGE 1

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD	INDUSTRIAL SECTOR: TRUCK TRANSPORTATION INDUSTRIES	REPORTING PERIOD: 1989
LOCATION : <u>  National (CANADA)  </u> <u>  X  </u> Province/Territory : <u>  British Columbia  </u> Designated CMA: <u>                    </u>		

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
			NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	55,000 -	4	1	1	0	0	0	0	1	1	0	0	0	0
	59,999	3	3	3	0	0	0	0	0	0	0	0	0	0
	25,000 -	2	10	10	0	0	0	0	0	0	0	0	0	0
	27,499	1	6	5	1	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	35,000 -	4	2	2	0	0	0	0	0	0	0	0	0	0
	39,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	1	1	0	0	0	0	0	0	0	0	0	0
	34,999	1	1	1	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	35,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	39,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	1	1	1	0	0	0	0	0	0	0	0	0	0

\* Use separate Parts for permanent  
part-time and temporary employees

\*\* 1 refers to the lowest salary quarter;  
4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	40,000 -	4	3	0	3	0	0	0	0	0	0	0	0	0
	44,999	3	26	1	25	1	0	1	0	0	0	0	0	0
	12,500 -	2	6	0	6	1	0	1	0	0	0	0	0	0
	14,999	1	5	0	5	0	0	0	0	0	0	0	0	0
SALES WORKERS	35,000 -	4	3	3	0	0	0	0	0	0	0	0	0	0
	39,999	3	1	1	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	1	1	0	0	0	0	0	0	0	0	0	0
	34,999	1	5	4	1	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	45,000 -	4	5	5	0	0	0	0	0	0	0	0	0	0
	49,999	3	9	9	0	1	1	0	1	1	0	1	1	0
	15,000 -	2	3	3	0	0	0	0	0	0	0	0	0	0
	17,499	1	1	1	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	60,000 -	4	22	22	0	1	1	0	1	1	0	0	0	0
	64,999	3	91	91	0	5	5	0	2	2	0	3	3	0
	5,000 -	2	99	99	0	1	1	0	2	2	0	6	6	0
	7,499	1	25	25	0	0	0	0	1	1	0	0	0	0
OTHER MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			331	290	41	10	8	2	8	8	0	10	10	0

\*\* 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD	INDUSTRIAL SECTOR:TRUCK TRANSPORTATION INDUSTRIES	REPORTING PERIOD: 1989
LOCATION : <u>  </u> National (CANADA) <u>  </u> Province/Territory : <u>  </u> British Columbia <u>  </u> Designated CNA: <u>  </u>		

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
			Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0

\* Use separate Parts for permanent  
full-time and temporary employees

\*\* 1 refers to the lowest salary quarter;  
4 refers to the highest salary quarter/



OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
			Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	10,000 -	4	1	0	1	0	0	0	0	0	0	0	0	0
	12,499	3	1	0	1	0	0	0	0	0	0	0	0	0
	0 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	2,499	1	1	0	1	0	0	0	0	0	0	0	0	0
SALES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	20,000 -	4	0	0	0	0	0	0	0	0	0	0	0	0
	22,499	3	0	0	0	0	0	0	0	0	0	0	0	0
	20,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	22,499	1	1	1	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	2,499	3	0	0	0	0	0	0	0	0	0	0	0	0
	0 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	2,499	1	1	1	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			6	3	3	0	0	0	0	0	0	0	0	0

\*\* 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

## SALARY SUMMARY : PERMANENT FULL-TIME EMPLOYEES \*

FORM 3 PART A

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD INDUSTRIAL SECTOR: TRUCK TRANSPORTATION INDUSTRIES REPORTING PERIOD: 1989

LOCATION : National (CANADA) X Province/Territory : British Columbia Designated CMA:

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UNDER \$ 10,000	3	3	0	0	0	0	0	0	0	0	0	0
\$ 10,000 - \$ 14,999	11	10	1	0	0	0	1	1	0	0	0	0
\$ 15,000 - \$ 17,499	6	4	2	0	0	0	0	0	0	0	0	0
\$ 17,500 - \$ 19,999	8	7	1	0	0	0	0	0	0	0	0	0
\$ 20,000 - \$ 22,499	5	4	1	0	0	0	0	0	0	0	0	0
\$ 22,500 - \$ 24,999	6	5	1	1	0	1	0	0	0	1	1	0
\$ 25,000 - \$ 27,499	15	9	6	0	0	0	0	0	0	0	0	0
\$ 27,500 - \$ 29,999	25	15	10	1	0	1	0	0	0	1	1	0
\$ 30,000 - \$ 34,999	88	71	17	0	0	0	3	3	0	5	5	0
\$ 35,000 - \$ 39,999	91	90	1	2	2	0	1	1	0	0	0	0
\$ 40,000 - \$ 49,999	50	49	1	5	5	0	1	1	0	3	3	0
\$ 50,000 - \$ 69,999	23	23	0	1	1	0	2	2	0	0	0	0
\$ 70,000 AND OVER	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	331	290	41	10	8	2	8	8	0	10	10	0

\* Use separate Parts for permanent part-time and temporary employees

## SALARY SUMMARY : PERMANENT PART-TIME EMPLOYEES \*

FORM 3 PART 8

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD			INDUSTRIAL SECTOR: TRUCK TRANSPORTATION INDUSTRIES						REPORTING PERIOD: 1989					
LOCATION : National (CANADA)			X Province/Territory : British Columbia						Designated CMA:					
SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES				
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN		
	NUMBER			NUMBER			NUMBER			NUMBER				
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12		
UNDER \$ 2,500	3	2	1	0	0	0	0	0	0	0	0	0		
\$ 2,500 - \$ 4,999	0	0	0	0	0	0	0	0	0	0	0	0		
\$ 5,000 - \$ 7,499	1	0	1	0	0	0	0	0	0	0	0	0		
\$ 7,500 - \$ 9,999	0	0	0	0	0	0	0	0	0	0	0	0		
\$ 10,000 - \$ 12,499	1	0	1	0	0	0	0	0	0	0	0	0		
\$ 12,500 - \$ 14,999	0	0	0	0	0	0	0	0	0	0	0	0		
\$ 15,000 - \$ 17,499	0	0	0	0	0	0	0	0	0	0	0	0		
\$ 17,500 - \$ 19,999	0	0	0	0	0	0	0	0	0	0	0	0		
\$ 20,000 - \$ 24,999	1	1	0	0	0	0	0	0	0	0	0	0		
\$ 25,000 - \$ 29,999	0	0	0	0	0	0	0	0	0	0	0	0		
\$ 30,000 - \$ 39,999	0	0	0	0	0	0	0	0	0	0	0	0		
\$ 40,000 - \$ 49,999	0	0	0	0	0	0	0	0	0	0	0	0		
\$ 50,000 AND OVER	0	0	0	0	0	0	0	0	0	0	0	0		
TOTAL NUMBER OF EMPLOYEES	6	3	3	0	0	0	0	0	0	0	0	0		

\* Use separate Parts for permanent full-time and temporary employees

## PERMANENT FULL-TIME EMPLOYEES HIRED \*

FORM 4 PART A

NAME OF BUSINESS :			INDUSTRIAL SECTOR: TRUCK TRANSPORTATION						REPORTING PERIOD: 1989			
CANADIAN MOTORWAYS LTD			INDUSTRIES									
LOCATION : <input type="checkbox"/> National (CANADA) <input checked="" type="checkbox"/> Province/Territory : <input type="checkbox"/> British Columbia <input type="checkbox"/> Designated CMA: _____												
OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	1	1	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	3	2	1	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	1	1	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	5	4	1	0	0	0	0	0	0	0	0	0

\* Use separate Parts for permanent part-time and temporary employees



## PERMANENT PART-TIME EMPLOYEES HIRED \*

FORM 4 PART B

NAME OF BUSINESS :			INDUSTRIAL SECTOR: TRUCK TRANSPORTATION INDUSTRIES						REPORTING PERIOD: 1989					
CANADIAN MOTORWAYS LTD														
LOCATION : National (CANADA)			X Province/Territory : British Columbia						Designated CMA: _____					
OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES				
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN		
	NUMBER			NUMBER			NUMBER			NUMBER				
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12		
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0		
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0		
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0		
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0		
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0		
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0		
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0		
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0		
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0		
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0		
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0		
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0		
TOTAL NUMBER OF EMPLOYEES HIRED	0	0	0	0	0	0	0	0	0	0	0	0		

\* Use separate Parts for permanent full-time and temporary employees

## PERMANENT FULL-TIME EMPLOYEES PROMOTED \*

FORM 5 PART A

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD			INDUSTRIAL SECTOR: TRUCK TRANSPORTATION INDUSTRIES						REPORTING PERIOD: 1989					
LOCATION : <input type="checkbox"/> National (CANADA) <input checked="" type="checkbox"/> Province/Territory : <u>British Columbia</u> Designated CMA: _____														
EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)														
OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES				
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12		
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0		
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0		
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0		
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0		
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0		
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0		
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0		
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0		
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0		
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0		
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0		
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0		
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0		
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0		

\* Use separate Parts for permanent part-time and temporary employees

## PERMANENT PART-TIME EMPLOYEES PROMOTED \*

FORM 5 PART B

NAME OF BUSINESS :	INDUSTRIAL SECTOR: TRUCK TRANSPORTATION INDUSTRIES	REPORTING PERIOD: 1989
CANADIAN MOTORWAYS LTD		
LOCATION : National (CANADA)	X Province/Territory : British Columbia	Designated CMA:

OCCUPATIONAL GROUPS	EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)											
	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0

\* Use separate Parts for permanent full-time and temporary employees

## PERMANENT FULL-TIME EMPLOYEES TERMINATED \*

FORM 6 PART A

NAME OF BUSINESS :			INDUSTRIAL SECTOR: TRUCK TRANSPORTATION						REPORTING PERIOD: 1989			
CANADIAN MOTORWAYS LTD			INDUSTRIES									
LOCATION : <input type="checkbox"/> National (CANADA) <input checked="" type="checkbox"/> Province/Territory : <u>British Columbia</u> <input type="checkbox"/> Designated CMA: _____												
OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	4	4	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	2	0	2	0	0	0	0	0	0	0	0	0
SALES WORKERS	5	3	2	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	5	5	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	16	12	4	0	0	0	0	0	0	0	0	0

\* Use separate Parts for permanent part-time and temporary employees



## PERMANENT PART-TIME EMPLOYEES TERMINATED \*

FORM 6 PART B

NAME OF BUSINESS :			INDUSTRIAL SECTOR: TRUCK TRANSPORTATION INDUSTRIES						REPORTING PERIOD: 1989				
LOCATION : <input type="checkbox"/> National (CANADA) <input checked="" type="checkbox"/> Province/Territory : <u>British Columbia</u> Designated CNA: _____													
OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES			
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0	
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0	
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0	
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0	
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	
SEMI-SKILLED MANUAL WORKERS	1	1	0	0	0	0	0	0	0	0	0	0	
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES TERMINATED	1	1	0	0	0	0	0	0	0	0	0	0	

\* Use separate Parts for permanent full-time and temporary employees

## OCCUPATIONAL GROUPS : PERMANENT FULL-TIME EMPLOYEES \*

FORM 2 PART A PAGE 1

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD	INDUSTRIAL SECTOR:TRUCK TRANSPORTATION INDUSTRIES	REPORTING PERIOD: 1989
LOCATION : National (CANADA) Province/Territory : X Designated CMA: Winnipeg		

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
			Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS	70,000 -	4	2	2	0	0	0	0	0	0	0	0	0	0
	AND OVER	3	0	0	0	0	0	0	0	0	0	0	0	0
	65,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	69,999	1	1	1	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	60,000 -	4	4	4	0	0	0	0	0	0	0	0	0	0
	64,999	3	9	9	0	0	0	0	1	1	0	0	0	0
	27,500 -	2	9	9	0	0	0	0	1	1	0	0	0	0
	29,999	1	13	11	2	0	0	0	0	0	0	0	0	0
PROFESSIONALS	35,000 -	4	3	2	1	0	0	0	0	0	0	0	0	0
	39,999	3	1	1	0	0	0	0	0	0	0	0	0	0
	25,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	27,499	1	2	1	1	0	0	0	1	1	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	45,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	49,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	1	2	2	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	30,000 -	4	4	4	0	0	0	0	0	0	0	0	0	0
	34,999	3	4	2	2	0	0	0	1	1	0	0	0	0
	15,000 -	2	1	0	1	0	0	0	0	0	0	0	0	0
	17,499	1	5	0	5	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	30,000 -	4	2	2	0	0	0	0	0	0	0	0	0	0
	34,999	3	1	1	0	0	0	0	0	0	0	0	0	0
	27,500 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	29,999	1	1	1	0	0	0	0	0	0	0	0	0	0

\* Use separate Parts for permanent  
part-time and temporary employees

\*\* 1 refers to the lowest salary quarter;  
4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
			NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	25,000 -	4	10	2	8	0	0	0	1	1	0	0	0	0
	27,499	3	20	4	16	0	0	0	0	0	0	0	0	0
	10,000 -	2	41	10	31	0	0	0	0	0	0	3	3	0
	12,499	1	13	1	12	0	0	0	0	0	0	0	0	0
SALES WORKERS	35,000 -	4	2	1	1	0	0	0	0	0	0	0	0	0
	39,999	3	2	2	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	1	1	0	0	0	0	0	0	0	0	0	0
	34,999	1	2	2	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	30,000 -	4	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	1	1	1	0	0	0	0	0	0	0	0	0	0
TRADES WORKERS	35,000 -	4	3	3	0	0	0	0	0	0	0	0	0	0
	39,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	27,500 -	2	3	3	0	1	1	0	0	0	0	0	0	0
	29,999	1	2	2	0	0	0	0	0	0	0	0	0	0
MANUAL WORKERS	70,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	AND OVER	3	24	24	0	0	0	0	0	0	0	0	0	0
	5,000 -	2	90	90	0	1	1	0	1	1	0	1	1	0
	7,499	1	19	19	0	1	1	0	0	0	0	0	0	0
OTHER MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			299	219	80	3	3	0	6	6	0	4	4	0

\*\* 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD INDUSTRIAL SECTOR: TRUCK TRANSPORTATION REPORTING PERIOD: 1989  
INDUSTRIES

LOCATION : National (CANADA) Province/Territory : X Designated CMA: Winnipeg

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0

\* Use separate Parts for permanent  
full-time and temporary employees

\*\* 1 refers to the lowest salary quarter;  
4 refers to the highest salary quarter/



OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
	=====													
CLERICAL WORKERS	12,500 -	4	6	0	6	0	0	0	0	0	0	0	0	0
	14,999	3	2	0	2	0	0	0	0	0	0	0	0	0
	0 -	2	2	0	2	0	0	0	0	0	0	0	0	0
	2,499	1	1	0	1	0	0	0	1	0	1	0	0	0
SALES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	17,500 -	4	2	2	0	0	0	0	1	1	0	0	0	0
	19,999	3	2	2	0	0	0	0	0	0	0	0	0	0
	0 -	2	5	5	0	0	0	0	0	0	0	0	0	0
	2,499	1	11	11	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES				31	20	11	0	0	0	2	1	1	0	0

\*\* 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

## OCCUPATIONAL GROUPS : PERMANENT FULL-TIME EMPLOYEES \*

FORM 2 PART A PAGE 1

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD	INDUSTRIAL SECTOR: TRUCK TRANSPORTATION INDUSTRIES	REPORTING PERIOD: 1989
LOCATION : <input type="checkbox"/> National (CANADA) <input type="checkbox"/> Province/Territory : <input type="checkbox"/> X Designated CMA: Regina		

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
			NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	45,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	49,999	3	2	2	0	0	0	0	0	0	0	0	0	0
	27,500 -	2	1	1	0	0	0	0	0	0	0	0	0	0
	29,999	1	2	1	1	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	35,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	39,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	1	1	1	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	30,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	34,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	1	1	1	0	0	0	0	0	0	0	0	0	0

\* Use separate Parts for permanent part-time and temporary employees

\*\* 1 refers to the lowest salary quarter;  
4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
			NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	22,500 -	4	3	0	3	0	0	0	0	0	0	0	0	0
	24,999	3	1	0	1	0	0	0	1	0	1	0	0	0
	17,500 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	19,999	1	1	0	1	0	0	0	0	0	0	0	0	0
SALES WORKERS	30,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	34,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	1	1	1	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
TRADES WORKERS	35,000 -	4	2	2	0	0	0	0	0	0	0	0	0	0
	39,999	3	1	1	0	0	0	0	0	0	0	0	0	0
	17,500 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	19,999	1	1	1	0	0	0	0	0	0	0	0	0	0
MANUAL WORKERS	45,000 -	4	29	29	0	1	1	0	0	0	0	0	0	0
	49,999	3	58	58	0	2	2	0	2	2	0	1	1	0
	2,500 -	2	11	11	0	0	0	0	0	0	0	0	0	0
	4,999	1	3	3	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			122	116	6	3	3	0	3	2	1	1	1	0

\*\* 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

## OCCUPATIONAL GROUPS : PERMANENT PART-TIME EMPLOYEES \*

FORM 2 PART B PAGE 1

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD	INDUSTRIAL SECTOR:TRUCK TRANSPORTATION INDUSTRIES	REPORTING PERIOD: 1989
LOCATION : <input type="checkbox"/> National (CANADA) <input type="checkbox"/> Province/Territory : <input type="checkbox"/> <input checked="" type="checkbox"/> Designated CMA: <input type="checkbox"/> Regina		

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
			NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0

\* Use separate Parts for permanent  
full-time and temporary employees

\*\* 1 refers to the lowest salary quarter;  
4 refers to the highest salary quarter/



OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
			NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	12,500 -	4	2	1	1	0	0	0	1	1	0	0	0	0
	14,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	5,000 -	2	1	0	1	0	0	0	0	0	0	0	0	0
	7,499	1	1	0	1	0	0	0	0	0	0	0	0	0
SALES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	27,500 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	29,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	0 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	2,499	1	5	5	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			10	7	3	0	0	0	1	1	0	0	0	0

\*\* 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD	INDUSTRIAL SECTOR:TRUCK TRANSPORTATION INDUSTRIES	REPORTING PERIOD: 1989
LOCATION : <input type="checkbox"/> National (CANADA) <input type="checkbox"/> Province/Territory : <input type="checkbox"/> X Designated CNA: Vancouver		

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
			NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	55,000 -	4	1	1	0	0	0	0	1	1	0	0	0	0
	59,999	3	3	3	0	0	0	0	0	0	0	0	0	0
	25,000 -	2	3	3	0	0	0	0	0	0	0	0	0	0
	27,499	1	2	1	1	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	35,000 -	4	2	2	0	0	0	0	0	0	0	0	0	0
	39,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	1	1	0	0	0	0	0	0	0	0	0	0
	34,999	1	1	1	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	30,000 -	4	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	1	1	1	0	0	0	0	0	0	0	0	0	0

\* Use separate Parts for permanent part-time and temporary employees

\*\* 1 refers to the lowest salary quarter;  
4 refers to the highest salary quarter;

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
			Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
CLERICAL WORKERS	40,000 -	4	2	0	2	0	0	0	0	0	0	0	0	0
	44,999	3	13	1	12	0	0	0	0	0	0	0	0	0
	12,500 -	2	2	0	2	0	0	0	0	0	0	0	0	0
	14,999	1	2	0	2	0	0	0	0	0	0	0	0	0
SALES WORKERS	35,000 -	4	3	3	0	0	0	0	0	0	0	0	0	0
	39,999	3	1	1	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	1	1	0	0	0	0	0	0	0	0	0	0
	34,999	1	2	2	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	40,000 -	4	4	4	0	0	0	0	0	0	0	0	0	0
	44,999	3	4	4	0	0	0	0	1	1	0	1	1	0
	25,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	27,499	1	2	2	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	55,000 -	4	6	6	0	0	0	0	0	0	0	0	0	0
	59,999	3	69	69	0	0	0	0	3	3	0	2	2	0
	7,500 -	2	20	20	0	0	0	0	0	0	0	2	2	0
	9,999	1	9	9	0	0	0	0	1	1	0	0	0	0
OTHER MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			154	135	19	0	0	0	6	6	0	5	5	0

\*\* 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

NAME OF BUSINESS : CANADIAN MOTORWAYS LTD INDUSTRIAL SECTOR: TRUCK TRANSPORTATION REPORTING PERIOD: 1989  
INDUSTRIES

LOCATION : National (CANADA) Province/Territory : X Designated CMA: Vancouver

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0

\* Use separate Parts for permanent full-time and temporary employees

\*\* 1 refers to the lowest salary quarter;  
4 refers to the highest salary quarter/



OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
			NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	0 -	4	0	0	0	0	0	0	0	0	0	0	0	0
	2,499	3	0	0	0	0	0	0	0	0	0	0	0	0
	0 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	2,499	1	1	0	1	0	0	0	0	0	0	0	0	0
SALES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			1	0	1	0	0	0	0	0	0	0	0	0

\*\* 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/





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## **EMPLOYMENT EQUITY ACT**

1990: ANNUAL REPORT  
FOR THE YEAR ENDING DECEMBER 1989

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## **LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI**

1990: RAPPORT ANNUEL  
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



**CANADIAN WHEAT BOARD  
COMMISSION CANADIENNE  
DU BLÉ**

6014

Canada



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EMPLOYMENT EQUITY; EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY  
ÉQUITÉ EN MATIÈRE D'EMPLOI; IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

FULL LEGAL NAME - NOM LÉGAL AU COMPLET		CANADIAN WHEAT BOARD		COMMON OR BUSINESS NAME - NOM USUEL OU RASON SOCIALE		CANADIAN WHEAT BOARD	
ADDRESS		ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE		MAILING ADDRESS - ADRESSE POSTALE		P.O. Box 816, Winnipeg, MB R3C 2P5	
OFFICERS		NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE		NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'EQUITE EN MATIERE D'EMPLOI		P.O. Box 816, Winnipeg, MB R3C 2P5	
AGENTS		W. Esmond Jarvis		Frank Guenther		204983-3548	
POSITION		CHIEF COMMISSIONER		General Director, Personnel		204983-3548	
FUNCTION		INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITE 1		DEPARTMENT - DEPT		204983-3548	
		Farm Products, Wholesale		CALGARY		204983-3548	
		INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITE 2		EDMONTON		204983-3548	
				HALIFAX		204983-3548	
		INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITE 3		MONTREAL		204983-3548	
				REGINA		204983-3548	
		INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITE 4		TORONTO		204983-3548	
				VANCOUVER		204983-3548	
				WINNIPEG		204983-3548	
		NUMBER OF PERMANENT FULL-TIME EMPLOYEES - NOMBRE DE SALARIES PERMANENTS A TEMPS PLEIN		NUMBER OF TEMPORARY EMPLOYEES - NOMBRE DE SALARIES TEMPORAIRES		453	
		432		5		453	
		EMPLOYMENT STATUS - CATEGORIES		TOTAL EMPLOYEES IN CANADA - NOMBRE TOTAL DES SALARIES AU CANADA		453	
						453	

**CERTIFICATION OF ACCURACY**

I, (Name) R. L. Kristjanson, HEREBY CERTIFY ON BEHALF OF (Name of employer) Canadian Wheat Board

THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF

JE (NOM) \_\_\_\_\_, ATTESTE PAR LES PRESENTES AU NOM DE (Nom de l'employeur) \_\_\_\_\_

QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 A 6 DU PRESENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS A TOUS EGARDS

DATE: 1966 DATE: \_\_\_\_\_

SIGNATURE: [Signature] SIGNATURE: \_\_\_\_\_

**ATTESTATION D'EXACTITUDE**

**CORPORATE SEAL**

**SCEAU DE LA SOCIETE**

1 MP (HA/19.86)

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS  
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUTS LES FORMULAIRES

Canada

**THE CANADIAN WHEAT BOARD**  
**1989 EMPLOYMENT EQUITY REPORT**

The Canadian Wheat Board statistical report for 1989 continues to show a reduction in our Full Time Permanent positions.

We have experienced some change in the distribution of employees, particularly in the Upper Management category where we have reduced three positions; the Professional category where we have increased by seven positions and the Clerical category which has been reduced by eleven positions. Changes in employee numbers and categories not accounted for through terminations and new hires can be attributed to employees who were on a leave of absence without pay during the reporting period.

As opportunities arise we will continue in our endeavour to attain a more equitable representation of the designated groups throughout all the categories.

The Canadian Wheat Board continues to demonstrate its commitment to the principles of Employment Equity. An on-site Day Care Centre for Board employees is currently under construction and will be operative in the fall of 1990.







## Employment and Immigration Canada Emploi et Immigration Canada

Form  
Formulaire 2 Part A, Page 2  
Partie A, Page 2NOTE: See instructions  
NOTA: Voir instructions

Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et Minimum de l'échelle de rémunération	Quarter Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers Employés de bureau	35,000	4	19	3	16									
	39,999	3	59	10	49				1		1	3		3
	12,500	2	98	9	89							7		7
	14,999	1	19	5	14	1	1		4	1	3	3	3	
Sales workers Employés du secteur de la vente		4												
		3												
Service workers Employés du secteur des services		2												
		1												
	30,000	4	2	2										
	34,999	3	1	1			1							
Skilled crafts and trades workers Travailleurs qualifiés et artisans		2	6	2	4	1		1						
		1	11		11									
		4												
		3												
Semi-skilled manual workers Travailleurs manuels spécialisés		2												
		1												
		4												
		3												
Other manual workers Autres travailleurs manuels		2												
		3												
		4												
		1												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS			432	193	239	3	2	1	9	4	5	23	11	12

\* \* \* refers to the lowest salary quarter; 4 refers to the highest salary quarter;  
\* \* \* représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

EMP 18 (1/19) 0001/2

Canada





## Employment and Immigration Canada      Emploi et Immigration Canada

NOTE: See instructions  
NOTA: Voir instructionsForm  
Formulaire **2** Part B  
Partie B, Page 2

Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et minimum de remunération	Quarter Quart	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles				
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers Employés de bureau	12,500 14,999 10,000 12,499	4 3 2 1	2 2 1		2 2 1									
Sales workers Employés du secteur de la vente		4 3 2 1												
Service workers Employés du secteur des services		4 3 2 1												
Skilled crafts and trades workers Travailleurs qualifiés et artisans		4 3 2 1												
Semi-skilled manual workers Travailleurs manuels spécialisés		4 3 2 1												
Other manual workers Autres travailleurs manuels		4 3 2 1												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS			5		5									

1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/  
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé





Employment and Immigration Canada    Emploi et Immigration Canada

NOTE: See instructions  
NOTA: Voir instructions  
Name of Business  
Nom de l'entreprise

**SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES\***  
**PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN\***

Form  
Formulaire    **3**    Part A  
Partie A

Canadian Wheat Board

Farm Products, Wholesale

Industrial Sector:  
Branche d'activité:

Location/Endroit	<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province/Territory (Specify) Province/Territoire (préciser)    Manitoba			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles			Reporting Period: Période de rapport:    1989
	Total Number Nombre total Col 1	Men Hommes Col 2	Women Femmes Col 3	Total Number Nombre total Col 4	Men Hommes Col 5	Women Femmes Col 6	Total Number Nombre total Col 7	Men Hommes Col 8	Women Femmes Col 9	Total Number Nombre total Col 10	Men Hommes Col 11	Women Femmes Col 12
SALARY RANGES ÉCHELLES DE REMUNÉRATION												
Under Moins de    \$10,000	1		1									
\$10,000 - \$14,999	13	2	11	1	1		2	1	1			
\$15,000 - \$17,499	10	2	8	1		1	1		1	2	2	
\$17,500 - \$19,999	11	2	9				1		1	1	1	
\$20,000 - \$22,499	25	3	22									
\$22,500 - \$24,999	65	8	57	1	1					7		7
\$25,000 - \$27,499	31	5	26									
\$27,500 - \$29,999	42	14	28				1		1	3	1	2
\$30,000 - \$34,999	66	26	40				1	1		4	2	2
\$35,000 - \$39,999	40	21	19				1		1	3	2	1
\$40,000 - \$49,999	68	55	13							1	1	
\$50,000 - \$69,999	45	40	5				2	2		2	2	
\$70,000 and over et plus	15	15										
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	432	193	239	3	2	1	9	4	5	23	11	12

\* Use separate Parts for permanent part-time and temporary employees  
\* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires



Employment and Immigration Canada    Emploi et Immigration Canada

NOTE: See instructions  
NOTA: Voir instructions

**SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES\***  
**PROFIL SALARIAL: SALAIRES PERMANENTS A TEMPS PARTIEL \***

Form  
Formulaire **3** Part B  
Partie B

Name of Business Nom de l'entreprise		Canadian Wheat Board		Industrial Sector Branche d'activité		Farm Products, Wholesale						
Location Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province / Territoire (specify) Province / Territoire (préciser) Manitoba		Reporting Period: Période de rapport: 19 89						
SALARY RANGES ECHELLES DE REMUNERATION	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes			
Under Moins de \$2,500	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
\$2,500 - \$4,999												
\$5,000 - \$7,499												
\$7,500 - \$9,999												
\$10,000 - \$12,499	1		1									
\$12,500 - \$14,999	4		4									
\$15,000 - \$17,499												
\$17,500 - \$19,999												
\$20,000 - \$24,999												
\$25,000 - \$29,999												
\$30,000 - \$39,999												
\$40,000 - \$49,999												
\$50,000 and over et plus												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALAIRES	5		5									

\* Use separate Parts for permanent full time and temporary employees  
\* Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

140P (04/10/86)

Canada



Employment and Immigration Canada      Emploi et Immigration Canada

NOTE: See instructions  
NOTA: Voir instructions

**PERMANENT FULL-TIME EMPLOYEES HIRED\*  
RECRUTEMENTS: SALAIRES PERMANENTS A TEMPS PLEIN\***

Form  
Formulaire      4      Part A  
Partie A

Name of Business Nom de l'entreprise		Canadian Wheat Board		Industrial Sector Branche d'activité		Farm Products, Wholesale						
Location-Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Province / territoire (préciser)      Manitoba		Reporting Period: Période de rapport:      1989						
Occupational Groups Catégories professionnelles	All Employees Tous les salaires		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes			
Upper-level managers Cadres supérieurs		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Middle or other managers Cadres intermédiaires et autres cadres	1	1										
Professionals Professionnels	12	9	3									
Semi-professionals and technicians Semi-professionnels et techniciens	1	1										
Supervisors Surveillants												
Foremen/women Contremaîtres												
Clerical workers Employés de bureau	9	2	7	1	1		1					
Sales workers Employés du secteur de la vente												
Service workers Employés du secteur des services	1	1										
Skilled crafts and trades workers Travailleurs qualifiés et artisans												
Semi-skilled manual workers Travailleurs manuels spécialisés												
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	24	14	10	1	1		1					

\* Use separate Parts for permanent part-time and temporary employees  
\* Utiliser les autres parties pour les salaires permanents à temps partiel et les salaires temporaires

140P (REVISED 80)

Canada

NOTE: See instructions  
NOTA: Voir instructionsPERMANENT PART-TIME EMPLOYEES HIRED\*  
RECRUTEMENTS: SALAIRES PERMANENTS À TEMPS PARTIEL\*Form  
Formulaire 4 Part B  
Partie B

Name of Business Nom de l'entreprise		Canadian Wheat Board		Industrial Sector Branche d'activité		Farm products, Wholesale						
Location/Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Province / territoire (préciser) Manitoba		Reporting Period Période de rapport 19 89						
Occupational Groups Catégories professionnelles	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes			
Upper level managers Cadres supérieurs	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Middle or other managers Cadres intermédiaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Cadres intermédiaires et autres cadres												
Supervisors Surveillants												
Tradesmen/women Contremaîtres												
Clerical workers Employés de bureau												
Sales workers Employés du secteur de la vente												
Service workers Employés du secteur des services												
Skilled crafts and trades workers Travailleurs qualifiés et artisans												
Semi-skilled manual workers Travailleurs manuels spécialisés												
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS												

140P (8/81) (5-80)

\* Use separate Parts for permanent full-time and temporary employees  
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

NOT APPLICABLE

Canada





Employment and Immigration Canada    Emploi et Immigration Canada

NOTE: See instructions  
NOTE: Voir instructions

**PERMANENT FULL-TIME EMPLOYEES PROMOTED\***  
**AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\***

Form  
Formulaire **5** Part A  
Partie A

Name of Business Nom de l'entreprise		Canadian Wheat Board		Industrial Sector: Branches d'activité		Farm Products, Wholesale		Reporting Period: Période de rapport: 1989					
Location-Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Province / territoire (préciser) Manitoba									
Occupational Groups Catégories professionnelles		Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ils ont été promus en dernier)											
		All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
		Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers Cadres supérieurs		5	4	1									
Middle or other managers Cadres intermédiaires et autres cadres		5	5										
Professionals		17	13	4							1	1	
Semi-professionals and technicians Semi-professionnels et techniciens		2	1	1									
Supervisors Surveillants		3	2	1									
Foremen/women Contremaîtres													
Clerical workers Employés de bureau		22	2	20							3		3
Sales workers Employés du secteur de la vente													
Service workers Employés du secteur des services													
Skilled crafts and trades workers Travailleurs qualifiés et artisans													
Semi-skilled manual workers Travailleurs manuels spécialisés													
Other manual workers Autres travailleurs manuels													
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS		54	27	27							4	1	3
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS		54	27	27							4	1	3

\* Use separate Parts for permanent part time and temporary employees  
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

(MP 5863 (9 86))

NOTE: See instructions  
NOTA: Voir instructions**PERMANENT PART-TIME EMPLOYEES PROMOTED\***  
**AVANCEMENTS: SALAIRES PERMANENTS A TEMPS PARTIEL\***Form  
Formulaire **5** Part B  
Partie B

Canadian Wheat Board		Industrial Sector Branché d'activité:		Farm products, Wholesale		Reporting Period: Période de rapport: 1989							
Location-Endroit		National (Canada) National (Canada)		Province/Territory (préciser) Manitoba									
Occupational Groups Catégories professionnelles		Employees promoted (les salaires promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ils ont été promus en dernier)											
		All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
		Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers Cadres supérieurs													
Middle or other managers Cadres intermédiaires et autres cadres													
Professionals Professionnels													
Semi-professionals and technicians Semi-professionnels et techniciens													
Supervisors Surveillants													
Foremen/women Contremaîtres													
Clerical workers Employés de bureau													
Sales workers Employés du secteur de la vente													
Service workers Employés du secteur des services													
Skilled crafts and trades workers Travailleurs qualifiés et artisans													
Semi-skilled manual workers Travailleurs manuels spécialisés													
Other manual workers Autres travailleurs manuels													
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALAIRES PROMUS													
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS													

\* Use separate Parts for permanent full time and temporary employees  
\* Utiliser les autres parties pour les salaires permanents à temps plein et les salaires temporaires

NOT APPLICABLE



Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions  
NOTA Voir instructions

Name of Business  
Nom de l'entreprise

PERMANENT FULL-TIME EMPLOYEES TERMINATED\*  
CESSATIONS DE FONCTIONS: SALAIRES PERMANENTS A TEMPS PLEIN\*

Form  
Formulaire 6 Part A  
Partie A

Canadian Wheat Board

Farm Products, Wholesale

Industrial Sector  
Branche d'activité

Location/Endroit

☒ National (Canada)  
National (Canada)

☐ Province/Territory (specify)  
Province/territoire (préciser)

Manitoba

Reporting Period  
Période de rapport

1989

Occupational Groups Catégories professionnelles	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper level managers Cadres supérieurs	4	4					1	1				
Middle or other managers Cadres intermédiaires et autres cadres	3	3										
Professionals Professionnels	7	5	2									
Semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors Surveillants	1	1										
Foremen/women Contremaîtres												
Clerical workers Employés de bureau	20	2	18									
Sales workers Employés du secteur de la vente												
Service workers Employés du secteur des services	2	2		1	1							
Skilled crafts and trades workers Travailleurs qualifiés et artisans												
Semi-skilled manual workers Travailleurs manuels spécialisés												
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	37	17	20	1	1		1	1				

1 (Rev. 10/78/84)

Use separate Parts for permanent part time and temporary employees  
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions  
NOTA: Voir instructions

Name of Business  
Nom de l'entreprise

**PERMANENT PART-TIME EMPLOYEES TERMINATED •  
CESSATIONS DE FONCTIONS: SALAIRES PERMANENTS A TEMPS PARTIEL •**

Form  
Formulaire **6** Part B  
Partie B

Canadian Wheat Board

Farm Products, Wholesale

Industrial Sector  
Branche d'activité

Location Endroit

☐ National (Canada)  
National (Canada)

☐ Province / Territory (specify)  
Province / territoire (préciser)

Reporting Period  
Période de rapport: 1994

Occupational Groups Catégories professionnelles	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total Col 1	Men Hommes Col 2	Women Femmes Col 3	Total Number Nombre total Col 4	Men Hommes Col 5	Women Femmes Col 6	Total Number Nombre total Col 7	Men Hommes Col 8	Women Femmes Col 9	Total Number Nombre total Col 10	Men Hommes Col 11	Women Femmes Col 12
Upper level managers Cadres supérieurs												
Middle or other managers Cadres intermédiaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors Surveillants												
Tradesmen/women Ouvriers/ouvrières												
Clerical workers Employés de bureau												
Sales workers Employés du secteur de la vente												
Service workers Employés du secteur des services												
Skilled crafts and trades workers Travailleurs qualifiés et artisans												
Semi-skilled manual workers Travailleurs manuels spécialisés												
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS												

Use separate Parts for permanent full-time and temporary employees  
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

NOT APPLICABLE

IMP 8805 (4/90)

Canada









6015

CA,1

M

-E52

## **EMPLOYMENT EQUITY ACT**

1990: ANNUAL REPORT  
FOR THE YEAR ENDING DECEMBER 1989

---

## **LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI**

1990: RAPPORT ANNUEL  
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



**CANWEST BROADCASTING LTD.**

6015

Canada



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Approvisionnement et Services Canada  
Ottawa (Canada) K1A 0S9

I D E N T I F I C A T I O N		FULL LEGAL NAME		COMMON OR BUSINESS NAME	
NAME OF EMPLOYER		CANWEST BROADCASTING LIMITED		CKND-TV	
ADDRESS		ADDRESS OF PRINCIPAL PLACE OF BUSINESS		MAILING ADDRESS	
603 ST. MARY'S ROAD WINNIPEG MANITOBA R2M 4A5		603 ST. MARY'S ROAD WINNIPEG MANITOBA R2M 4A5		603 ST. MARY'S ROAD WINNIPEG MANITOBA R2M 4A5	
OFFICERS		NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER		NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY	
PETER M LIBA, CM				LINDA SIDDLE	
POSITION		POSITION TITLE		POSITION TITLE	
PRESIDENT & GENERAL MANAGER				BUSINESS MANAGER	
		INDUSTRIAL SECTOR 1		DESIGNATED CMAS	
		TELECOMMUNICATION BROADCASTING		CALGARY 0	
INDUSTRIAL		INDUSTRIAL SECTOR 2		EDMONTON 0	
				HALIFAX 0	
SECTOR(S)		INDUSTRIAL SECTOR 3		MONTREAL 133	
				REGINA 0	
		INDUSTRIAL SECTOR 4		TORONTO 0	
				VANCOUVER 0	
				WINNIPEG 133	
EMPLOYMENT STATUS CATEGORIES		NUMBER OF PERMANENT FULL-TIME EMPLOYEES		TOTAL EMPLOYEES IN CANADA	
		107		133	
		NUMBER OF PERMANENT PART-TIME EMPLOYEES			
		19			
		NUMBER OF TEMPORARY EMPLOYEES			
		1			
CERTIFICATION		I, (Name) <u>Peter M. Liba</u> , HEREBY CERTIFY ON BEHALF OF (Name of Employer) <u>Canwest Broadcasting Ltd.</u> , THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.			
OF					
ACCURACY					
DATE <u>May 31/80</u>		SIGNATURE <u>[Signature]</u>			







OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

'Name of Business:	006015 CANWEST BROADCASTING	:Industrial Sector:	481 TELECOMMUNICATION BROADCAST	Reporting Period:	1989
--------------------	-----------------------------	---------------------	---------------------------------	-------------------	------

Location:	National (Canada)	Province/Territory	Designated CMA	Winnipeg

Name of Business: 006015 CANWEST BROADCASTING Industrial Sector: 481 TELECOMMUNICATION BROADCASTING Reporting Period: 1999

Location: National (Canada) Province/Territory X Designated CMA 08 WINNIPEG

OCCUPATIONAL GROUPS	Top and bottom of salary range: A	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	15000	4	3	3	1		1						
	17499	3	2	2									
	5000	2											
	7499	1	2	2									
Sales workers		4											
		3											
		2											
		1											
Service workers		4											
		3											
		2											
		1											
Skilled crafts and trades workers		4											
		2											
		1											
Semi-skilled manual workers		4											
		3											
		2											
		1											
Other manual workers		4											
		3											
		2											
		1											
TOTAL NUMBER OF EMPLOYEES		19	9	10	1		1						

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES														Form 3		Part A	
Name of Business:		006015 CANWEST BROADCASTING LIMT										Industrial Sector:		481 TELECOMMUNICATION BROADCASTING			
Location:		National (Canada)X Province/Territory (specify) 14 MANITOBA										Reporting Period:		1989			
SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities							
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women					
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12					
< \$10,000	0	0	0	0	0	0	0	0	0	0	0	0					
\$10,000-\$14,999	1	0	1	0	0	0	0	0	0	0	0	0					
\$15,000-\$17,499	9	2	7	0	0	0	0	0	0	0	0	0					
\$17,500-\$19,999	13	6	7	0	0	0	0	0	0	0	0	0					
\$20,000-\$22,499	6	4	2	0	0	0	0	0	0	0	0	0					
\$22,500-\$24,999	16	9	7	0	0	0	1	1	0	0	0	0					
\$25,000-\$27,499	17	16	1	0	0	0	0	0	0	0	1	0					
\$27,500-\$29,999	11	8	3	0	0	0	0	0	0	0	0	0					
\$30,000-\$34,999	16	12	4	0	0	0	0	0	0	0	1	0					
\$35,000-\$39,999	3	2	1	0	0	0	0	0	0	0	0	0					
\$40,000-\$49,999	4	3	1	0	0	0	0	0	0	0	0	0					
\$50,000-\$69,999	8	6	2	0	0	0	0	0	0	0	0	0					
\$70,000 >	3	3	0	0	0	0	0	0	0	0	0	0					
TOTAL NUMBER OF EMPLOYEES	107	71	36	0	0	0	1	1	0	2	2	0					

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES												Form 3		Part B	
Name of Business: 006015 CANWEST BROADCASTING LIM				Industrial Sector: 481 TELECOMMUNICATION BROADCASTING											
Location: National (Canada) Province/Territory (Specify) 14 MANITOBA				Reporting Period: 1989											
SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities					
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women			
Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12				
< \$2,500	0	0	0	0	0	0	0	0	0	0	0	0			
\$2,500-\$4,999	0	0	0	0	0	0	0	0	0	0	0	0			
\$5,000-\$7,499	1	0	1	0	0	0	0	0	0	0	0	0			
\$7,500-\$9,999	2	1	1	0	0	0	0	0	0	0	0	0			
\$10,000-\$12,499	7	4	3	0	0	0	0	0	0	0	0	0			
\$12,500-\$14,999	3	2	1	1	0	1	0	0	0	0	0	0			
\$15,000-\$17,499	5	2	3	0	0	0	0	0	0	0	0	0			
\$17,500-\$19,999	1	0	1	0	0	0	0	0	0	0	0	0			
\$20,000-\$24,999	0	0	0	0	0	0	0	0	0	0	0	0			
\$25,000-\$29,999	0	0	0	0	0	0	0	0	0	0	0	0			
\$30,000-\$39,999	0	0	0	0	0	0	0	0	0	0	0	0			
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0	0	0	0			
> \$50,000	0	0	0	0	0	0	0	0	0	0	0	0			
TOTAL NUMBER OF EMPLOYEES	19	9	10	1	0	1	0	0	0	0	0	0			



## Employment and Immigration Canada

Form 4  
Part A

PERMANENT FULL-TIME EMPLOYEES HIRED

Name of Business: 006015 CANWEST BROADCASTING  
; Industrial Sector: 481 TELECOMMUNICATION BR

Location:	National (Canada) X Province/Territory (specify)	14 MANITOBA	; Reporting Period: 1989
-----------	--	-------------	--------------------------

OCCUPATIONAL	All Employees	Aboriginal Peoples	Persons with Disabilities	Members of Visible Minorities
1				
2				
3				
4				
5				
6				
7				
8				
9				
10				
11				
12				
13				
14				
15				
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93				
94				
95				
96				
97				
98				
99				
100				

[illegible]

Col. 1 ; Col. 2 ; Col. 3 ; Col. 4 ; Col. 5 ; Col. 6 ; Col. 7 ; Col. 8 ; Col. 9 ; Col. 10 ; Col. 11 ; Col. 12

managers

managers

[illegible]

Occupation	1990	2000	2010	2020	2030	2040	2050	2060	2070	2080	2090
Engineers, architects, and technicians	1.2	1.5	1.8	2.1	2.4	2.7	3.0	3.3	3.6	3.9	4.2

[illegible]

annual workers

DATE	NAME	NUMBER OF	EMPLOYEES HIRED
1970	...	...	...
1971	...	...	...
1972	...	...	...
1973	...	...	...
1974	...	...	...
1975	...	...	...
1976	...	...	...
1977	...	...	...
1978	...	...	...
1979	...	...	...
1980	...	...	...
1981	...	...	...
1982	...	...	...
1983	...	...	...
1984	...	...	...
1985	...	...	...
1986	...	...	...
1987	...	...	...
1988	...	...	...
1989	...	...	...
1990	...	...	...
1991	...	...	...
1992	...	...	...
1993	...	...	...
1994	...	...	...
1995	...	...	...
1996	...	...	...
1997	...	...	...
1998	...	...	...
1999	...	...	...
2000	...	...	...
2001	...	...	...
2002	...	...	...
2003	...	...	...
2004	...	...	...
2005	...	...	...
2006	...	...	...
2007	...	...	...
2008	...	...	...
2009	...	...	...
2010	...	...	...
2011	...	...	...
2012	...	...	...
2013	...	...	...
2014	...	...	...
2015	...	...	...
2016	...	...	...
2017	...	...	...
2018	...	...	...
2019	...	...	...
2020	...	...	...
2021	...	...	...
2022	...	...	...
2023	...	...	...
2024	...	...	...
2025	...	...	...
2026	...	...	...
2027	...	...	...
2028	...	...	...
2029	...	...	...
2030	...	...	...
2031	...	...	...
2032	...	...	...
2033	...	...	...
2034	...	...	...
2035	...	...	...
2036	...	...	...
2037	...	...	...
2038	...	...	...
2039	...	...	...
2040	...	...	...
2041	...	...	...
2042	...	...	...
2043	...	...	...
2044	...	...	...
2045	...	...	...
2046	...	...	...
2047	...	...	...
2048	...	...	...
2049	...	...	...
2050	...	...	...
2051	...	...	...
2052	...	...	...
2053	...	...	...
2054	...	...	...
2055	...	...	...
2056	...	...	...
2057	...	...	...
2058	...	...	...
2059	...	...	...
2060	...	...	...
2061	...	...	...
2062	...	...	...
2063	...	...	...
2064	...	...	...
2065	...	...	...
2066	...	...	...
2067	...	...	...
2068	...	...	...
2069	...	...	...
2070	...	...	...
2071	...	...	...
2072	...	...	...
2073	...	...	...
2074	...	...	...
2075	...	...	...
2076	...	...	...
2077	...	...	...
2078	...	...	...
2079	...	...	...
2080	...	...	...
2081	...	...	...
2082	...	...	...
2083	...	...	...
2084	...	...	...
2085			

Employment and Immigration Canada

Form 4 Part 8

PERMANENT PART-TIME EMPLOYEES HIRED

Name of Business:		006015 CANWEST BROADCASTING		National (Canada) X Province/Territory (specify)		14 MANITOBA		Industrial Sector:		481 TELECOMMUNICATION BR		Reporting Period: 1989	
Location:													
OCCUPATIONAL GROUPS	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities						
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women				
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0	
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0	
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	
Semi-professionals and technicians	10	7	3	0	0	0	0	0	0	0	0	0	
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0	
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0	
Clerical workers	3	0	3	1	0	1	0	0	0	0	0	0	
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0	
Service workers	0	0	0	0	0	0	0	0	0	0	0	0	
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0	
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0	
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES HIRED	13	7	6	1	0	1	0	0	0	0	0	0	

PERMANENT FULL-TIME EMPLOYEES PROMOTED

[illegible]

[illegible]



## PERMANENT FULL-TIME EMPLOYEES TERMINATED Form 6 Part A

Name of Business:		005015 CANWEST BROADCASTING				Industrial Sector:				481 TELECOMMUNICATION BROADCASTING			
Location:		National (Canada) X Province/Territory (specify) 14 MANITOBA								Reporting Period: 1989			
OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Upper-level managers	2	2	0	0	0	0	0	0	0	0	0	0	
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0	
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	
Semi-professionals and technicians	8	3	5	0	0	0	0	0	0	0	0	0	
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0	
Foremen/women	1	1	0	0	0	0	0	0	0	0	0	0	
Clerical workers	8	0	8	1	0	1	0	0	0	0	0	0	
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0	
Service workers	0	0	0	0	0	0	0	0	0	0	0	0	
Skilled crafts and trades workers	1	1	0	0	0	0	0	0	0	0	0	0	
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0	
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES TERMINATED	20	7	13	1	0	1	0	0	0	0	0	0	

## Employment and Immigration Canada

Form 6  
Part B

PERMANENT PART-TIME EMPLOYEES TERMINATED

Name of Business:		006015: CANWEST BROADCASTING		National (Canada) X Province/Territory (specify)		14 MANITOBA		Industrial Sector:		481 TELECOMMUNICATION BROADCASTING	
Location:				Reporting Period: 1989							
OCCUPATIONAL GROUPS	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities				
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	
Upper-level managers	0	0	0	0	0	0	0	0	0	0	
Middle or other managers	0	0	0	0	0	0	0	0	0	0	
Professionals	0	0	0	0	0	0	0	0	0	0	
Semi-professionals and technicians	10	8	2	0	0	0	0	0	0	0	
Supervisors	0	0	0	0	0	0	0	0	0	0	
Foremen/women	0	0	0	0	0	0	0	0	0	0	
Clerical workers	0	0	0	0	0	0	0	0	0	0	
Sales workers	0	0	0	0	0	0	0	0	0	0	
Service workers	0	0	0	0	0	0	0	0	0	0	
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	
Other manual workers	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES TERMINATED	10	8	2	0	0	0	0	0	0	0	









**6016**

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**EMPLOYMENT EQUITY ACT**  
1990: ANNUAL REPORT  
FOR THE YEAR ENDING DECEMBER 1989

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**LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI**  
1990: RAPPORT ANNUEL  
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



**CARGILL LIMITED**  
**CARGILL LIMITÉE**

**6016**

**Canada**

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## SCHEDULE II / ANNEXE II

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY  
EQUITE EN MATIERE D'EMPLOI: IDENTIFICATION DE L'EMPLOIEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDEForm  
Formulaire 1

1. FULL LEGAL NAME / NOM LEGAL AU COMPLET Cargill Limited		2. COMMON OR BUSINESS NAME / NOM USUEL OU NOMUS SOCIAL Cargill Limited	
3. ADDRESS / ADRESSE 300 - 240 Graham Ave., Winnipeg, Manitoba R3C 4C5		4. MAILING ADDRESS / ADRESSE POSTALE Box 5900 Winnipeg, Manitoba R3C 4C5	
5. NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER / NOM DU PRINCIPAL DIRIGEANT DE L'ENTREPRISE Kerry Hawkins		6. NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY / NOM DE L'AGENT RESPONSABLE DE L'EQUITE EN MATIERE D'EMPLOI Gordon Orlikow	
7. POSITION TITLE / TITRE DU FONCTIONNAIRE PRESIDENT OF CARGILL LIMITED		8. POSITION TITLE / TITRE DU FONCTIONNAIRE EMPLOYMENT EQUITY COORDINATOR	
9. INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITE 1 0123 Storage & Warehousing - Grain Elevators		10. NO. OF EMPLOYEES / NOMBRE DE SALARIES 1111	
11. INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITE 2 0134 Flour, Prepared Cereal, Food & Feed Industry		12. NO. OF EMPLOYEES / NOMBRE DE SALARIES 161	
13. INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITE 3 042 Agricultural Supplies Wholesaling		14. NO. OF EMPLOYEES / NOMBRE DE SALARIES 164	
15. INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITE 4 0155 Meat & Poultry Products, Integrated Operations		16. NO. OF EMPLOYEES / NOMBRE DE SALARIES 378	
17. NUMBER OF PERMANENT FULL-TIME EMPLOYEES / NOMBRE D'EMPLOYES PERMANENTS A TEMPS PLEIN 1599		18. NUMBER OF TEMPORARY PART-TIME EMPLOYEES / NOMBRE D'EMPLOYES TEMPORAIRES 132	
19. NUMBER OF PERMANENT PART-TIME EMPLOYEES / NOMBRE D'EMPLOYES PERMANENTS A TEMPS PARTIEL 61		20. NUMBER OF TEMPORARY FULL-TIME EMPLOYEES / NOMBRE D'EMPLOYES TEMPORAIRES A TEMPS PLEIN 132	
21. EMPLOYMENT STATUS CATEGORIES / CATEGORIES DE SALAIRES 1599		22. EMPLOYMENT STATUS CATEGORIES / CATEGORIES DE SALAIRES 132	
23. CERTIFICATION OF ACCURACY / ATTESTATION D'EXACTITUDE		24. CERTIFICATION OF ACCURACY / ATTESTATION D'EXACTITUDE	

25. GEOGRAPHICAL AREAS / SECTEURS GEOGRAPHIQUES (INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA) / (INDIQUEZ LE NOMBRE DE SALARIES DANS CHAQUE SECTEUR)		26. DESIGNATED CITIES / VILLES DESIGNÉES		27. PROVINCES / TERRITOIRES	
CALGARY		0		ONT - ONT	
EDMONTON		0		QUE - QUE	
HALIFAX		0		N.S. - N.E	
MONTREAL		0		N.B. - N.B	
REGINA		0		MAN - MAN	
TORONTO		0		B.C. - B	
VANCOUVER		0		P.E. - P.E	
WINNIPEG		236		SASK - SASK	
TOTAL EMPLOYEES IN CANADA / NOMBRE TOTAL DE SALAIRES AU CANADA		1814		ALTA - ALB	
				M.D. - T.N	
				TEN - TEN	
				N.W. - N.W	

I, (Name) / Je soussigné, Kerry Hawkins, hereby certify on behalf of (Name of employer) / Je certifie par les présentes au nom de (Nom de l'employeur) that the information contained in Forms 1 to 6 of this report is true and accurate in every respect to the best of my knowledge and belief / Que les renseignements contenus dans les formulaires 1 à 6 du présent rapport sont vrais et exacts à tous égards.

R. (Name) / R. (Nom) \_\_\_\_\_

DATE / DATE: May 28, 1990

SIGNATURE / SIGNATURE: \_\_\_\_\_

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS. / NOTE: VOIR LES INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES.

100P (10/87) (B)

CORPORATE  
SEAL  
SCEAU DE LA  
SOCIÉTÉ

Canada



1989 Cargill Limited  
Employment Equity

In 1989, Cargill's Employment Equity Program moved from principle to practice. Our senior managers recognize that systematic change demands substantial investment of time and resources. Our commitment to Employment Equity is reflected in part through the following:

In March, the company hired a full-time Employment Equity Coordinator whose responsibilities include; in consultation with employee committees, generating and monitoring the company's action plan, coordinating cross-cultural, gender and physically disabled awareness training sessions for employees, coordinating training programs for designated group employees and candidates to strengthen their opportunities to compete for positions in the company, and assisting with the company's recruiting and outreach.

Our company continued to expand in 1989. Early in the year, Cargill acquired the fertilizer operations of Cyanamid in south-western Ontario and Quebec (150 employees). In September, the company opened a state-of-the-art meatpacking plant in High River, Alberta (450 employees). In contrast to the Cyanamid acquisition, where the company has a commitment and responsibility to existing employees, the meatpacking plant was a fresh start. Objective employment practices and our aggressive outreach effort in Southern Alberta meant that a significant proportion of the work force is represented by visible minorities and women working in production positions. Our next challenge is to ensure these individuals have an opportunity to move into management.

The company participates in a variety of training projects aimed at assisting the employment opportunities of designated group members. We continue to support outreach agencies such as Business Learning Opportunities, Youth Business Development, Native Employment Services, most of which target clerical positions in Winnipeg. We are pursuing similar partnerships with agencies in other parts of the country. We initiated a Canada Jobs Strategy project in High River. About 20 individuals are involved and the first graduates finished the program in the spring of 1990. Work also began in the Fall of 1989 designing an in-house training program in agriculture aimed at bringing designated group members into the operating side of our business. Details of that program will be forwarded in our 1990 report.

Training programs have also been developed specifically in the area of Employment Equity and attitude awareness. Hiring is largely decentralized so mid-managers have been targeted for the first round of training revolving around the scope and implications of Employment Equity. Now that these

sessions are largely completed, more specific seminars will be offered in cross-cultural, gender and physically disabled awareness.

In the Manitoba business community, our company continues to exert a leadership role in Employment Equity generally and the obstacles facing the aboriginal community specifically. Kerry Hawkins, President of Cargill Limited, chairs the Manitoba section of the Canadian Council for Native Business, and is a director of the national body. Gordon Orlikow, our Employment Equity Coordinator, was a founding member of the Manitoba Employment Equity Practitioners Association. Admittedly, in themselves, and in the short-term these activities do not increase our representation of target group employees. Attitudes take some time to change both in the company and in the communities we serve. We believe highly visible activity and community service on the part of our managers strengthens the respective organizations. Moreover, to the extent that our involvement affirms our company's commitment to fair employment practices, qualified individuals will have sufficient confidence to explore career opportunities with us.

We anticipate further progress in 1990 and we look forward to submitting our next report.

Name of Business: 006016 CARGILL LIMITED		Industrial Sector: 471 GRAIN ELEVATOR INDUSTRY							Reporting Period: 1989												
Location: X National (Canada)		Province/Territory							Designated CMA												
OCCUPATIONAL GROUPS	Top and bottom of salary range	Q	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities									
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women							
															R	R	R	R	R	R	R
															Number	Number	Number	Number	Number	Number	Number
Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13									
Upper-level managers	70000 and over	4	1	1																	
	60000	2	5	5																	
	64999	1	6	6																	
Middle or other managers	70000 and over	4	14	14				1	1												
	10000	2	182	173	9	1	1		7	7											
	12499	1	23	15	8																
Professionals	55000	4	10	10																	
	59999	3	20	11	9						2		2								
	7500	2	42	23	19																
	9999	1	5	1	4																
Semi-professionals and technicians	60000	4	1	1																	
	64999	3	2	2																	
	12500	2	3	1	2																
	14999	1	6	2	4																
Supervisors	55000	4	10	10							1	1									
	59999	3	24	22	2																
	15000	2	58	39	19						2	2									
	17499	1	21	10	11																
Foremen/women	65000	4	4	4																	
	69999	3	27	26	1	1		1			1	1									
	12500	2	69	69				2	2												
	14999	1	82	79	3			4	4												

Name of Business: 006016 CARGILL LIMITED		Industrial Sector: 471 GRAIN ELEVATOR INDUSTRY						Reporting Period: 1989						
Location: X National (Canada)		Province/Territory						Designated CMA						
OCCUPATIONAL GROUPS	Top and bottom of salary range	Q U A R T C ol 1	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total R T Col 2	Men Col 3	Women Col 4	Total Number Col 5	Men Col 6	Women Col 7	Total Number Col 8	Men Col 9	Women Col 10	Total Number Col 11	Men Col 12	Women Col 13
Clerical workers	40000	4	19	14	5									
	44999	3	77	18	59				2		2	3	1	
	0	2	151	11	140	3	2	1	3		3	4	1	
	2499	1	9		9									
Sales workers	60000	4	1	1										
	64999	3	2	2								1	1	
	10000	2	25	25										
	12499	1	25	22	3							1	1	
Service workers	35000	4	3	3										
	39999	3												
	15000	2	1	1										
	17499	1	3	2	1							1	1	
Skilled crafts and trades workers	40000	4	24	24										
	44999	3	28	28										
	17500	2	12	12										
	19999	1	13	13										
Semi-skilled manual workers	60000	4	2	2										
	64999	3	5	5										
	5000	2	17	17										
	7499	1	12	11	1									
Other manual workers	40000	4	45	44	1				5	5				
	44999	3	106	105	1									
	5000	2	336	268	68	9	6	3	4	4		49	44	
	7499	1	24	23	1									
TOTAL NUMBER OF EMPLOYEES			1599	1217	382	14	9	5	28	23	5	65	53	

Name of Business:	006016 CARGILL LIMITED	Industrial Sector:	471 GRAIN ELEVATOR INDUSTRY	Reporting Period:	1989
Location:	X National (Canada)	Province/Territory		Designated CMA	
OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees	Aboriginal Peoples	Persons with Disabilities	Members of Visible Minorities
	A Total	R Number	Men Women	Total Number	Men Women
	T	Col 2	Col 3 Col 4	Col 5 Col 6 Col 7	Col 8 Col 9 Col 10
	Col 1	Col 11	Col 12 Col 13		
Upper-level managers	[4]				
	[3]				
	[2]				
	[1]				
Middle or other managers	7500 [4] 1 1				
	9999 [3]				
	0 [2]				
	0 [1]				
Professionals	20000 [4] 1 1				
	22499 [3]				
	5000 [2]				
	7499 [1] 1 1				
Semi-professionals and technicians	12500 [4] 1 1				
	14999 [3]				
	0 [2]				
	0 [1]				
Supervisors	27500 [4] 1 1				
	29999 [3]				
	15000 [2]				
	17499 [1] 1 1				
Foremen/women	[4]				
	[3]				
	[2]				
	[1]				



Name of Business: 006016 CARGILL LIMITED		Industrial Sector: 471 GRAIN ELEVATOR INDUSTRY		Reporting Period: 1989									
Location: X National (Canada)		Province/Territory		Designated CMA									
OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
		Number			Number			Number			Number		
		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Clerical workers	22500	4	4	1	3								
	24999	3	4		4								
	2500	2	6	1	5			1		1			
	4999	1	5		5								
Sales workers	27500	4	1	1									
	29999	3											
	0	2											
	0	1											
Service workers	35000	4	1	1									
	39999	3											
	15000	2											
	17499	1	3	3									
Skilled crafts and trades workers		4											
		3											
		2											
		1											
Semi-skilled manual workers	20000	4	1	1									
	22499	3											
	0	2											
	0	1											
Other manual workers	40000	4	17	17									
	44999	3											
	10000	2	4	4									
	12499	1	9	9		1	1		1	1			
TOTAL NUMBER OF EMPLOYEES			61	40	21	1	1		2	1	1		

## Employment and Immigration Canada

## SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3

Part A

Name of Business: 006016 CARGILL LIMITED							Industrial Sector: 471 GRAIN ELEVATOR INDUSTRY						
Location: X National (Canada) Province/Territory (specify)										Reporting Period: 1989			
SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
< \$10,000	7	2	5	0	0	0	0	0	0	0	0	0	
\$10,000-\$14,999	54	33	21	3	2	1	1	0	1	0	0	0	
\$15,000-\$17,499	129	59	70	4	2	2	0	0	0	16	12	4	
\$17,500-\$19,999	259	168	91	4	3	1	1	0	1	35	33	2	
\$20,000-\$22,499	172	98	74	1	1	0	5	4	1	6	2	4	
\$22,500-\$24,999	142	109	33	0	0	0	7	5	2	0	0	0	
\$25,000-\$27,499	149	122	27	0	0	0	3	3	0	0	0	0	
\$27,500-\$29,999	91	79	12	0	0	0	3	3	0	1	1	0	
\$30,000-\$34,999	222	196	26	1	1	0	3	3	0	3	1	2	
\$35,000-\$39,999	141	126	15	0	0	0	4	4	0	1	1	0	
\$40,000-\$49,999	157	150	7	1	0	1	0	0	0	3	3	0	
\$50,000-\$69,999	58	57	1	0	0	0	1	1	0	0	0	0	
\$70,000 >	18	18	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES	1599	1217	382	14	9	5	28	23	5	65	53	12	

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3

Part B

Name of Business: 006016 CARGILL LIMITED						Industrial Sector: 471 GRAIN ELEVATOR INDUSTRY						
Location: X National (Canada) Province/Territory (Specify)										Reporting Period: 1989		
SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< \$2,500	0	0	0	0	0	0	0	0	0	0	0	0
\$2,500-\$4,999	2	0	2	0	0	0	0	0	0	0	0	0
\$5,000-\$7,499	2	0	2	0	0	0	0	0	0	0	0	0
\$7,500-\$9,999	3	1	2	0	0	0	0	0	0	0	0	0
\$10,000-\$12,499	7	5	2	0	0	0	1	1	0	0	0	0
\$12,500-\$14,999	9	3	6	0	0	0	1	0	1	0	0	0
\$15,000-\$17,499	7	4	3	1	1	0	0	0	0	0	0	0
\$17,500-\$19,999	6	3	3	0	0	0	0	0	0	0	0	0
\$20,000-\$24,999	5	5	0	0	0	0	0	0	0	0	0	0
\$25,000-\$29,999	2	1	1	0	0	0	0	0	0	0	0	0
\$30,000-\$39,999	11	11	0	0	0	0	0	0	0	0	0	0
\$40,000-\$49,999	7	7	0	0	0	0	0	0	0	0	0	0
> \$50,000	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	61	40	21	1	1	0	2	1	1	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4

Part A

Name of Business:		006016 CARGILL LIMITED						Industrial Sector: 471 GRAIN ELEVATOR INDUS					
Location:		X National (Canada) Province/Territory (specify)						Reporting Period: 1989					
OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0	
Middle or other managers	14	10	4	0	0	0	0	0	0	0	0	0	
Professionals	22	9	13	0	0	0	0	0	0	0	0	0	
Semi-professionals and technicians	3	1	2	0	0	0	0	0	0	0	0	0	
Supervisors	19	15	4	0	0	0	0	0	0	1	1	0	
Foremen/women	22	21	1	0	0	0	0	0	0	0	0	0	
Clerical workers	54	4	50	0	0	0	0	0	0	0	0	0	
Sales workers	13	11	2	0	0	0	0	0	0	1	1	0	
Service workers	1	0	1	0	0	0	0	0	0	0	0	0	
Skilled crafts and trades workers	23	23	0	0	0	0	0	0	0	2	2	0	
Semi-skilled manual workers	18	17	1	0	0	0	0	0	0	0	0	0	
Other manual workers	370	293	77	10	7	3	0	0	0	60	52	8	
TOTAL NUMBER OF EMPLOYEES HIRED	559	404	155	10	7	3	0	0	0	64	56	8	

## Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED

Form 4

Part B

Name of Business: 006016 CARGILL LIMITED												Industrial Sector: 471 GRAIN ELEVATOR INDUS	
Location: X National (Canada) Province/Territory (specify)										Reporting Period: 1989			
OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0	
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0	
Professionals	1	1	0	0	0	0	0	0	0	0	0	0	
Semi-professionals and technicians	1	0	1	0	0	0	0	0	0	0	0	0	
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0	
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0	
Clerical workers	16	2	14	0	0	0	0	0	0	0	0	0	
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0	
Service workers	2	2	0	0	0	0	0	0	0	0	0	0	
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0	
Semi-skilled manual workers	7	7	0	0	0	0	0	0	0	0	0	0	
Other manual workers	16	15	1	1	1	0	1	1	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES HIRED	43	27	16	1	1	0	1	1	0	0	0	0	



## Employment and Immigration Canada

## PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5

Part A

Name of Business:		006016 CARGILL LIMITED						Industrial Sector: 471 GRAIN ELEVATOR INDUSTRY					
Location:		X National (Canada) Province/Territory (specify)						Reporting Period: 1989					
OCCUPATIONAL GROUPS		Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)											
		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
		Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	1	1	0	0	0	0	0	0	0	0	0	0	
Middle or other managers	23	21	2	0	0	0	0	0	0	0	0	0	
Professionals	14	8	6	0	0	0	0	0	0	0	0	0	
Semi-professionals and technicians	1	0	1	0	0	0	0	0	0	0	0	0	
Supervisors	8	2	6	0	0	0	0	0	0	0	0	0	
Foremen/women	23	23	0	0	0	0	0	0	0	0	0	0	
Clerical workers	24	8	16	0	0	0	0	0	0	0	0	0	
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0	
Service workers	0	0	0	0	0	0	0	0	0	0	0	0	
Skilled crafts and trades workers	6	6	0	0	0	0	0	0	0	0	0	0	
Semi-skilled manual workers	5	5	0	0	0	0	0	0	0	0	0	0	
Other manual workers	315	267	48	6	5	1	3	3	0	39	37	2	
TOTAL NUMBER OF EMPLOYEES PROMOTED	420	341	79	6	5	1	3	3	0	39	37	2	
TOTAL NUMBER OF PROMOTIONS	463	378	85	6	5	1	3	3	0	44	42	2	



Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Form 6

Part A

Name of Business: 006016 CARGILL LIMITED								Industrial Sector: 471 GRAIN ELEVATOR INDUSTRY					
Location: X National (Canada) Province/Territory (specify)								Reporting Period: 1989					
OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0	
Middle or other managers	29	28	1	0	0	0	0	0	0	0	0	0	
Professionals	6	6	0	0	0	0	0	0	0	0	0	0	
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0	
Supervisors	8	4	4	0	0	0	0	0	0	0	0	0	
Foremen/women	12	12	0	0	0	0	0	0	0	0	0	0	
Clerical workers	53	6	47	0	0	0	0	0	0	0	0	0	
Sales workers	11	7	4	0	0	0	0	0	0	0	0	0	
Service workers	1	1	0	0	0	0	0	0	0	0	0	0	
Skilled crafts and trades workers	10	10	0	0	0	0	0	0	0	2	2	0	
Semi-skilled manual workers	39	37	2	0	0	0	1	1	0	0	0	0	
Other manual workers	122	108	14	2	2	0	2	2	0	11	8	3	
TOTAL NUMBER OF EMPLOYEES TERMINATED	291	219	72	2	2	0	3	3	0	13	10	3	

PERMANENT PART-TIME EMPLOYEES TERMINATED

Part 8

[illegible]

## Page 1

[illegible]



Name of Business:		006016 CARGILL LIMITED			Industrial Sector:			471 GRAIN ELEVATOR INDUSTRY			Reporting Period:			1989		
Location:		National (Canada)			X Province/Territory			11 QUEBEC			Designated CMA					
OCCUPATIONAL GROUPS	Top and bottom of salary range	Q U A R T E R	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities				
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women		
			Number			Number			Number			Number				
			Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13	
Clerical workers	40000	4	7	6	1											
	44999	3	3		3											
	15000	2	3	1	2											
	17499	1	6	1	5											
Sales workers	45000	4	1	1								1	1			
	49999	3														
	17500	2	2	2												
	19999	1	4	3	1											
Service workers	35000	4	1	1												
	39999	3														
	35000	2														
	39999	1	2	2												
Skilled crafts and trades workers	40000	4	16	16												
	44999	3														
	0	2														
	0	1														
Semi-skilled manual workers	60000	4	2	2												
	64999	3														
	35000	2														
	39999	1	4	4												
Other manual workers	40000	4	16	16												
	44999	3														
	12500	2	1	1												
	14999	1	1	1												
TOTAL NUMBER OF EMPLOYEES			106	91	15							1	1			

Name of Business:	006016 CARGILL LIMITED	Industrial Sector:	471 GRAIN ELEVATOR INDUSTRY	Reporting Period:	1989
Location:	National (Canada)	X Province/Territory	11 QUEBEC	Designated CHA	
OCCUPATIONAL GROUPS	Top and bottom of salary range	A All Employees	B Aboriginal Peoples	C Persons with Disabilities	D Members of Visible Minorities
		Total	Total	Total	Total
		Number Men Women	Number Men Women	Number Men Women	Number Men Women
	Col 1	Col 2 Col 3 Col 4	Col 5 Col 6 Col 7	Col 8 Col 9 Col 10	Col 11 Col 12 Col 13
Upper-level managers	4 3 2 1				
Middle or other managers	4 3 2 1				
Professionals	4 3 2 1				
Semi-professionals and technicians	4 3 2 1				
Supervisors	4 3 2 1				
Foremen/women	4 3 2 1				



## SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A

[illegible]

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Name of Business: 006016 CARGILL LIMITED

Industrial Sector: . 471 GRAIN ELEVATOR INDUSTRY

Location: National (Canada)☒ Province/Territory (specify) 11 QUEBEC

| Reporting Period: 1989

[illegible]



PERMANENT FULL-TIME EMPLOYEES HIRED

Part A

[illegible]



PERMANENT FULL-TIME EMPLOYEES PROMOTED

### Part A

[illegible]

## PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5

Part 8

[illegible]







Employment and Immigration Canada  
OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2

Part A Page 1

Name of Business:		006016 CARGILL LIMITED		Industrial Sector: 471 GRAIN ELEVATOR INDUSTRY				Reporting Period: 1989						
Location:		National (Canada) <input checked="" type="checkbox"/> Province/Territory 10 ONTARIO				Designated CMA								
OCCUPATIONAL GROUPS	Top and bottom of salary range	Q U R T	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
			Number	Men	Women	Number	Men	Women	Number	Men	Women	Number	Men	Women
			Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers	70000 and over	4	1	1										
	70000 and over	3												
	70000 and over	2												
	70000 and over	1	1	1										
Middle or other managers	70000 and over	4	6	6										
	10000	3	16	16										
	10000	2	34	30	4			2	2					
	12499	1	4	3	1									
Professionals	45000	4	1	1										
	49999	3	5	5										
	7500 9999	2	1		1									
	7500 9999	1	1	1										
Semi-professionals and technicians	40000	4	1	1										
	44999	3												
	12500	2	1		1									
	14999	1	1		1									
Supervisors	55000	4	4	4										
	59999	3	2	2										
	15000	2	18	11	7						1	1		
	17499	1	10	5	5									
Foremen/women	55000	4	5	4	1	1		1						
	59999	3	10	10				1	1		1	1		
	17500	2	21	21				1	1					
	19999	1	26	24	2			2	2					

Name of Business: 006016 CARGILL LIMITED		Industrial Sector: 471 GRAIN ELEVATOR INDUSTRY		Reporting Period: 1989										
Location: National (Canada) X Province/Territory 10 ONTARIO		Designated CMA												
OCCUPATIONAL GROUPS	Top and bottom of salary range	Q U A R T E R	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
			Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Clerical workers	30000	4	7	6	1									
	34999	3	16	3	13				1		1			
	10000	2	45	3	42				1		1			
	12499	1	13		13				1		1			
Sales workers	30000	4	8	8										
	34999	3	8	8										
	10000	2	3	1	2									
	12499	1	2	2										
Service workers	22500	4	1	1										
	24999	3												
	17500	2												
	19999	1	2	2								1	1	
Skilled crafts and trades workers	35000	4	21	21										
	39999	3	8	8										
	17500	2	3	3										
	19999	1	1	1										
Semi-skilled manual workers	35000	4	2	2										
	39999	3	12	12										
	5000	2	15	15										
	7499	1	1		1									
Other manual workers	35000	4	32	32			1							
	39999	3	70	69	1				3	3				
	5000	2	37	35	2				3	3				
	7499	1	4	3	1									
TOTAL NUMBER OF EMPLOYEES			480	381	99	1		1	15	12	3	3	3	

[illegible]

Name of Business: 006016 CARGILL LIMITED		Industrial Sector: 471 GRAIN ELEVATOR INDUSTRY						Reporting Period: 1989						
Location: National (Canada) X Province/Territory 10 ONTARIO		Designated CMA												
OCCUPATIONAL GROUPS	Top and bottom of salary range	Q	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		U	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
		R	Number			Number			Number			Number		
		T	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Clerical workers	17500	4	1		1									
	19999	3	3		3									
	2500	2	4	1	3									
	4999	1	1		1									
Sales workers		4												
		3												
		2												
		1												
Service workers	17500	4	1		1									
	19999	3												
	15000	2												
	17499	1	2		2									
Skilled crafts and trades workers		4												
		3												
		2												
		1												
Semi-skilled manual workers	20000	4	1		1									
	22499	3												
	0	2												
	0	1												
Other manual workers	22500	4	1		1									
	24999	3	1		1									
	10000	2	3		3	1	1							
	12499	1	5		5				1	1				
TOTAL NUMBER OF EMPLOYEES			26	16	10	1	1		1	1				



Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A

Name of Business: 006016 CARGILL LIMITED						Industrial Sector: 471 GRAIN ELEVATOR INDUSTRY						
Location: National (Canada)X Province/Territory (specify) 10 ONTARIO						Reporting Period: 1989						
SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< \$10,000	3	1	2	0	0	0	0	0	0	0	0	0
\$10,000-\$14,999	27	18	9	0	0	0	1	0	1	0	0	0
\$15,000-\$17,499	17	4	13	0	0	0	0	0	0	0	0	0
\$17,500-\$19,999	39	23	16	0	0	0	1	0	1	1	1	0
\$20,000-\$22,499	53	29	24	0	0	0	4	4	0	0	0	0
\$22,500-\$24,999	54	42	12	0	0	0	3	2	1	0	0	0
\$25,000-\$27,499	74	64	10	0	0	0	2	2	0	0	0	0
\$27,500-\$29,999	28	24	4	0	0	0	1	1	0	0	0	0
\$30,000-\$34,999	91	85	6	0	0	0	1	1	0	0	0	0
\$35,000-\$39,999	42	40	2	0	0	0	2	2	0	1	1	0
\$40,000-\$49,999	36	35	1	1	0	1	0	0	0	1	1	0
\$50,000-\$69,999	11	11	0	0	0	0	0	0	0	0	0	0
\$70,000 >	5	5	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	480	381	99	1	0	1	15	12	3	3	3	0

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3 Part B

Name of Business: 006016 CARGILL LIMITED						Industrial Sector: 471 GRAIN ELEVATOR INDUSTRY						
Location: National (Canada)X Province/Territory (specify) .10 ONTARIO						Reporting Period: 1989						
SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< \$2,500	0	0	0	0	0	0	0	0	0	0	0	0
\$2,500-\$4,999	1	0	1	0	0	0	0	0	0	0	0	0
\$5,000-\$7,499	0	0	0	0	0	0	0	0	0	0	0	0
\$7,500-\$9,999	2	0	2	0	0	0	0	0	0	0	0	0
\$10,000-\$12,499	7	5	2	0	0	0	1	1	0	0	0	0
\$12,500-\$14,999	5	3	2	0	0	0	0	0	0	0	0	0
\$15,000-\$17,499	5	3	2	1	1	0	0	0	0	0	0	0
\$17,500-\$19,999	3	2	1	0	0	0	0	0	0	0	0	0
\$20,000-\$24,999	3	3	0	0	0	0	0	0	0	0	0	0
\$25,000-\$29,999	0	0	0	0	0	0	0	0	0	0	0	0
\$30,000-\$39,999	0	0	0	0	0	0	0	0	0	0	0	0
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0	0	0	0
> \$50,000	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	26	16	10	1	1	0	1	1	0	0	0	0



## Employment and Immigration Canada

## PERMANENT PART-TIME EMPLOYEES HIRED

Form 4 Part B

Name of Business: 006016 CARGILL LIMITED				Industrial Sector: 471 GRAIN ELEVATOR INDUS									
Location: National (Canada) X Province/Territory (specify) 10 ONTARIO				Reporting Period: 1989									
OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0	
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0	
Professionals	1	1	0	0	0	0	0	0	0	0	0	0	
Semi-professionals and technicians	1	0	1	0	0	0	0	0	0	0	0	0	
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0	
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0	
Clerical workers	9	1	8	0	0	0	0	0	0	0	0	0	
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0	
Service workers	2	2	0	0	0	0	0	0	0	0	0	0	
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0	
Semi-skilled manual workers	5	5	0	0	0	0	0	0	0	0	0	0	
Other manual workers	10	10	0	1	1	0	1	1	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES HIRED	28	19	9	1	1	0	1	1	0	0	0	0	

## Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5

Part A

Name of Business:		006016 CARGILL LIMITED						Industrial Sector: 471 GRAIN ELEVATOR INDUSTRY					
Location:		National (Canada) X Province/Territory (specify) 10 ONTARIO						Reporting Period: 1989					
		Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)											
OCCUPATIONAL GROUPS		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Upper-level managers	1	1	0	0	0	0	0	0	0	0	0	0	
Middle or other managers	9	8	1	0	0	0	0	0	0	0	0	0	
Professionals	1	1	0	0	0	0	0	0	0	0	0	0	
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0	
Supervisors	3	1	2	0	0	0	0	0	0	0	0	0	
Foremen/women	11	11	0	0	0	0	0	0	0	0	0	0	
Clerical workers	14	7	7	0	0	0	0	0	0	0	0	0	
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0	
Service workers	0	0	0	0	0	0	0	0	0	0	0	0	
Skilled crafts and trades workers	5	5	0	0	0	0	0	0	0	0	0	0	
Semi-skilled manual workers	4	4	0	0	0	0	0	0	0	0	0	0	
Other manual workers	95	94	1	0	0	0	3	3	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES PROMOTED	143	132	11	0	0	0	3	3	0	0	0	0	
TOTAL NUMBER OF PROMOTIONS	143	132	11	0	0	0	3	3	0	0	0	0	



## PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5

Part 8

[illegible]

## Employment and Immigration Canada

## PERMANENT FULL-TIME EMPLOYEES TERMINATED

Form 6

Part A

Name of Business: 006016 CARGILL LIMITED							Industrial Sector: 471 GRAIN ELEVATOR INDUSTRY						
Location: National (Canada) X Province/Territory (specify) 10 ONTARIO							Reporting Period: 1989						
OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0	
Middle or other managers	6	6	0	0	0	0	0	0	0	0	0	0	
Professionals	1	1	0	0	0	0	0	0	0	0	0	0	
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0	
Supervisors	2	0	2	0	0	0	0	0	0	0	0	0	
Foremen/women	11	11	0	0	0	0	0	0	0	0	0	0	
Clerical workers	18	2	16	0	0	0	0	0	0	0	0	0	
Sales workers	5	3	2	0	0	0	0	0	0	0	0	0	
Service workers	1	1	0	0	0	0	0	0	0	0	0	0	
Skilled crafts and trades workers	5	5	0	0	0	0	0	0	0	0	0	0	
Semi-skilled manual workers	18	18	0	0	0	0	1	1	0	0	0	0	
Other manual workers	66	63	3	1	1	0	2	2	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES TERMINATED	133	110	23	1	1	0	3	3	0	0	0	0	



Name of Business:	006016 CARGILL LIMITED	Industrial Sector:	471 GRAIN ELEVATOR INDUSTRY	Reporting Period:	1989
Location:	National (Canada)	X Province/Territory	14 MANITOBA	Designated CMA	
OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees	Aboriginal Peoples	Persons with Disabilities	Members of Visible Minorities
		Total Number Men Women	Total Number Men Women	Total Number Men Women	Total Number Men Women
	Col 1	Col 2 Col 3 Col 4	Col 5 Col 6 Col 7	Col 8 Col 9 Col 10	Col 11 Col 12 Col 13
Upper-level managers	70000 and over	4 1 1			
	65000	2 4 4			
	69999	1 4 4			
Middle or other managers	70000 and over	4 3 3			
	22500	2 31 28 3			
	24999	1 24 17 7	1 1	2 2	
Professionals	55000	4 5 5			
	59999	3 12 8 4			
	15000	2 25 13 12			2 2
	17499	1 13 6 7			
Semi-professionals and technicians	35000	4 1 1			
	39999	3 2 1 1			
	22500	2			
	24999	1 3 1 2			
Supervisors	55000	4 5 5			1 1
	59999	3 6 6			
	20000	2 9 6 3			1 1
	22499	1 15 7 8			
Foremen/women	35000	4 4 4			
	39999	3 6 6			
	17500	2 10 10			
	19999	1 6 6			

Name of Business: 006016 CARGILL LIMITED		Industrial Sector: 471 GRAIN ELEVATOR INDUSTRY						Reporting Period: 1989																		
Location: National (Canada) X Province/Territory 14 MANITOBA		Designated CMA																								
OCCUPATIONAL GROUPS	Top and bottom of salary range	Q	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities														
			U	A	R	T	U	A	R	T	U	A	R	T												
															Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
															Number			Number			Number			Number		
Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13														
Clerical workers	30000	4	6	3	3							1	1													
	34999	3	47	11	36				2		2	3	3													
	5000	2	48	5	43	2	1	1			3	1	2													
	7499	1	8	2	6	1	1																			
Sales workers	30000	4	1	1																						
	34999	3																								
	17500	2	4	4																						
	19999	1	5	5																						
Service workers		4																								
		3																								
		2																								
		1																								
Skilled crafts and trades workers	35000	4	1	1																						
	39999	3	2	2																						
	17500	2	1	1																						
	19999	1	1	1																						
Semi-skilled manual workers		4																								
		3																								
		2																								
		1																								
Other manual workers	35000	4	1	1																						
	39999	3	9	9																						
	7500	2	12	12																						
	9999	1	9	9																						
TOTAL NUMBER OF EMPLOYEES			358	222	136	4	3	1	6	4	2	11	4	7												



Name of Business:	006016 CARGILL LIMITED	Industrial Sector:	471 GRAIN ELEVATOR INDUSTRY	Reporting Period:	1989	
Location:	National (Canada)	X Province/Territory	14 MANITOBA	Designated CHA		
OCCUPATIONAL GROUPS	Top and bottom of salary range	A	All Employees	Aboriginal Peoples	Persons with Disabilities	Members of Visible Minorities
		U	Total Number	Total Number	Total Number	Total Number
		R	Men	Men	Men	Men
		T	Women	Women	Women	Women
			Col 2	Col 3	Col 4	Col 5
			Col 6	Col 7	Col 8	Col 9
			Col 10	Col 11	Col 12	Col 13
Upper-level managers		4				
		3				
		2				
		1				
Middle or other managers	7500	4	1	1		
	9999	3				
	0	2				
	0	1				
Professionals	5000	4	1	1		
	7499	3				
	0	2				
	0	1				
Semi-professionals and technicians		4				
		3				
		2				
		1				
Supervisors		4				
		3				
		2				
		1				
Foremen/women		4				
		3				
		2				
		1				

Name of Business: 006016 CARGILL LIMITED		Industrial Sector: 471 GRAIN ELEVATOR INDUSTRY						Reporting Period: 1989						
Location: National (Canada) X Province/Territory 14 MANITOBA		Designated CMA												
OCCUPATIONAL GROUPS	Top and bottom of salary range	U R T	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
			Number			Number			Number			Number		
			Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Clerical workers	12500	4	2		2									
	14999	3												
	12500	2												
	14999	1	2		2				1		1			
Sales workers		4												
		3												
		2												
		1												
Service workers		4												
		3												
		2												
		1												
Skilled crafts and trades workers		4												
		3												
		2												
		1												
Semi-skilled manual workers		4												
		3												
		2												
		1												
Other manual workers	17500	4	1	1										
	19999	3												
	0	2												
	0	1												
TOTAL NUMBER OF EMPLOYEES			7	2	5					1		1		

## Employment and Immigration Canada

## SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A

Name of Business: 006016 CARGILL LIMITED								Industrial Sector: 471 GRAIN ELEVATOR INDUSTRY					
Location: National (Canada)X Province/Territory (specify) 14 MANITOBA										Reporting Period: 1989			
SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
< \$10,000	3	1	2	0	0	0	0	0	0	0	0	0	
\$10,000-\$14,999	17	7	10	3	2	1	0	0	0	0	0	0	
\$15,000-\$17,499	24	8	16	0	0	0	0	0	0	2	1	1	
\$17,500-\$19,999	31	13	18	0	0	0	0	0	0	0	0	0	
\$20,000-\$22,499	46	15	31	0	0	0	1	0	1	4	0	4	
\$22,500-\$24,999	33	19	14	0	0	0	1	0	1	0	0	0	
\$25,000-\$27,499	32	19	13	0	0	0	0	0	0	0	0	0	
\$27,500-\$29,999	23	17	6	0	0	0	1	1	0	1	1	0	
\$30,000-\$34,999	50	36	14	1	1	0	1	1	0	3	1	2	
\$35,000-\$39,999	28	21	7	0	0	0	2	2	0	0	0	0	
\$40,000-\$49,999	37	33	4	0	0	0	0	0	0	1	1	0	
\$50,000-\$69,999	24	23	1	0	0	0	0	0	0	0	0	0	
\$70,000 >	10	10	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES	358	222	136	4	3	1	6	4	2	11	4	7	

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3 Part B

Name of Business: 006016 CARGILL LIMITED							Industrial Sector: 471 GRAIN ELEVATOR INDUSTRY						
Location: National (Canada)X Province/Territory (specify) 14 MANITOBA										Reporting Period: 1989			
SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
< \$2,500	0	0	0	0	0	0	0	0	0	0	0	0	
\$2,500-\$4,999	0	0	0	0	0	0	0	0	0	0	0	0	
\$5,000-\$7,499	1	0	1	0	0	0	0	0	0	0	0	0	
\$7,500-\$9,999	1	1	0	0	0	0	0	0	0	0	0	0	
\$10,000-\$12,499	0	0	0	0	0	0	0	0	0	0	0	0	
\$12,500-\$14,999	4	0	4	0	0	0	1	0	1	0	0	0	
\$15,000-\$17,499	0	0	0	0	0	0	0	0	0	0	0	0	
\$17,500-\$19,999	1	1	0	0	0	0	0	0	0	0	0	0	
\$20,000-\$24,999	0	0	0	0	0	0	0	0	0	0	0	0	
\$25,000-\$29,999	0	0	0	0	0	0	0	0	0	0	0	0	
\$30,000-\$39,999	0	0	0	0	0	0	0	0	0	0	0	0	
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0	0	0	0	
> \$50,000	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES	7	2	5	0	0	0	1	0	1	0	0	0	

## PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4 Part A

[illegible]



PERMANENT PART-TIME EMPLOYEES HIRED

Form 4

Part B

[illegible]

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Part A

[illegible]

PERMANENT PART-TIME EMPLOYEES PROMOTED

Part B

[illegible]



## PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6

Part 8

[illegible]



Name of Business:	006016 CARGILL LIMITED	Industrial Sector:	471 GRAIN ELEVATOR INDUSTRY	Reporting Period:	1989	
Location:	National (Canada)	X Province/Territory	17 SASKATCHEWAN	Designated CMA		
OCCUPATIONAL GROUPS	Top and bottom of salary range	Total Number	All Employees Men Women	Aboriginal Peoples Total Number Men Women	Persons with Disabilities Total Number Men Women	Members of Visible Minorities Total Number Men Women
	Col 1	Col 2	Col 3 Col 4	Col 5 Col 6 Col 7	Col 8 Col 9 Col 10	Col 11 Col 12 Col 13
Upper-level managers		4				
		3				
		2				
		1				
Middle or other managers	60000	4	1 1			
	64999	3	5 5			
	22500	2	35 35		1 1	
	24999	1	25 25			
Professionals		4				
		3				
		2				
		1				
Semi-professionals and technicians		4				
		3				
		2				
		1				
Supervisors	45000	4	3 3			
	49999	3	2 2			
	27500	2	3 3			
	29999	1	4 3 1			
Foremen/women	35000	4	12 12			
	39999	3	18 18			
	12500	2	14 14		1 1	
	14999	1	1 1			

Name of Business: 006016 CARGILL LIMITED		Industrial Sector: 471 GRAIN ELEVATOR INDUSTRY		Reporting Period: 1989										
Location: National (Canada) X Province/Territory 17 SASKATCHEWAN		Designated CMA												
OCCUPATIONAL GROUPS	Top and bottom of salary range	Q U A R T	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	30000	4	1	1										
	34999	3												
	12500	2	7		7									
	14999	1	4		4									
Sales workers	35000	4	1	1										
	39999	3												
	17500	2	2	2										
	19999	1	3	3										
Service workers		4												
		3												
		2												
		1												
Skilled crafts and trades workers	27500	4	1	1										
	29999	3												
	0	2												
	0	1												
Semi-skilled manual workers		4												
		3												
		2												
		1												
Other manual workers	27500	4	5	5					1	1				
	29999	3	12	10	2									
	10000	2	4	4										
	12499	1	3	3										
TOTAL NUMBER OF EMPLOYEES			166	152	14				3	3				

Employment and Immigration Canada  
OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2

Part B Page 1

Name of Business: 006016 CARGILL LIMITED		Industrial Sector: 471 GRAIN ELEVATOR INDUSTRY						Reporting Period: 1989																							
Location: National (Canada) X Province/Territory 17 SASKATCHEWAN		Designated CMA																													
OCCUPATIONAL GROUPS	Top and bottom of salary range	Q	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities																			
			U	A	R	T	Total	Men	Women	Total	Men	Women	Total	Men	Women																
																Number	Men	Women	Number	Men	Women	Number	Men	Women	Number	Men	Women				
																												Col 1	Col 2	Col 3	Col 4
Upper-level managers		4	3	2	1																										
																	=====	=====	=====	=====											
																					4	3	2	1							
Middle or other managers		4	3	2	1																										
																=====	=====	=====	=====												
																				4	3	2	1								
Professionals		4	3	2	1																										
																=====	=====	=====	=====												
																				4	3	2	1								
Semi-professionals and technicians		4	3	2	1																										
																=====	=====	=====	=====												
																				4	3	2	1								
Supervisors		4	3	2	1																										
																=====	=====	=====	=====												
																				4	3	2	1								
Foremen/women		4	3	2	1																										
																=====	=====	=====	=====												
																				4	3	2	1								



## Employment and Immigration Canada

## SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A

Name of Business: 006016 CARGILL LIMITED							Industrial Sector: 471 GRAIN ELEVATOR INDUSTRY						
Location: National (Canada)X Province/Territory (specify) 17 SASKATCHEWAN											Reporting Period: 1989		
SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
< \$10,000	0	0	0	0	0	0	0	0	0	0	0	0	
\$10,000-\$14,999	5	4	1	0	0	0	0	0	0	0	0	0	
\$15,000-\$17,499	3	0	3	0	0	0	0	0	0	0	0	0	
\$17,500-\$19,999	10	5	5	0	0	0	0	0	0	0	0	0	
\$20,000-\$22,499	12	9	3	0	0	0	0	0	0	0	0	0	
\$22,500-\$24,999	21	20	1	0	0	0	1	1	0	0	0	0	
\$25,000-\$27,499	16	16	0	0	0	0	0	0	0	0	0	0	
\$27,500-\$29,999	20	19	1	0	0	0	1	1	0	0	0	0	
\$30,000-\$34,999	40	40	0	0	0	0	1	1	0	0	0	0	
\$35,000-\$39,999	24	24	0	0	0	0	0	0	0	0	0	0	
\$40,000-\$49,999	11	11	0	0	0	0	0	0	0	0	0	0	
\$50,000-\$69,999	4	4	0	0	0	0	0	0	0	0	0	0	
\$70,000 >	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES	166	152	14	0	0	0	3	3	0	0	0	0	



## SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3 Part B

Industrial Sector: 471 GRAIN ELEVATOR INDUSTRY

| Reporting Period: 1989

[illegible]

PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4

### Part A

[illegible]

## PERMANENT PART-TIME EMPLOYEES HIRED

Form 4

Part B

[illegible]

## PERMANENT FULL-TIME EMPLOYEES PROMOTED

Part A

[illegible]

## PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5

Part B

[illegible]



PERMANENT FULL-TIME EMPLOYEES TERMINATED

Part A

[illegible]

## Part B

[illegible]

Name of Business:		006016 CARGILL LIMITED		Industrial Sector:		471 GRAIN ELEVATOR INDUSTRY		Reporting Period:		1989					
Location:		National (Canada)		<input checked="" type="checkbox"/> Province/Territory		18 ALBERTA		Designated CMA							
OCCUPATIONAL GROUPS	Top and bottom of salary range	Q U A R T E R C O L 1	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
			R N U M B E R												
			Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13	
Upper-level managers	70000 and over	4	1	1											
	60000	3													
	64999	2													
		1	1	1											
Middle or other managers	70000 and over	4	2	2				1	1						
	15000	3	7	7											
	17499	2	24	24											
		1	13	11	2										
Professionals	45000	4	1	1											
	49999	3	1		1										
	17500	2	2	1	1										
	19999	1	8	2	6										
Semi-professionals and technicians	60000	4	1	1											
	64999	3													
	25000	2	1		1										
	27499	1	1	1											
Supervisors	50000	4	4	4											
	54999	3	4	4											
	20000	2	7	5	2										
	22499	1	5	3	2										
Foremen/women	55000	4	1	1											
	59999	3	9	9											
	15000	2	12	12											
	17499	1	8	7	1			1	1						

Name of Business: 006016 CARGILL LIMITED		Industrial Sector: 471 GRAIN ELEVATOR INDUSTRY						Reporting Period: 1989						
Location: National (Canada) X Province/Territory 18 ALBERTA		Designated CMA												
OCCUPATIONAL GROUPS	Top and bottom of salary range	Q U R T Col 1	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
			Number			Number			Number			Number		
			Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	25000	4	8		8									
	27499	3	18		18									
	0	2	1	1										
	2499	1	1		1									
Sales workers	60000	4	1	1										
	64999	3												
	17500	2	1	1										
	19999	1	6	6							1	1		
Service workers	15000	4	1		1									
	17499	3												
	0	2												
	0	1												
Skilled crafts and trades workers	35000	4	1	1										
	39999	3	4	4										
	17500	2	12	12										
	19999	1	2	2										
Semi-skilled manual workers		4												
		3												
		2												
		1												
Other manual workers	35000	4	1		1									
	39999	3	8	8										
	10000	2	69	63	6	1	1		2	2		3	3	
	12499	1	216	158	58	8	5	3				46	41	5
TOTAL NUMBER OF EMPLOYEES			463	354	109	9	6	3	4	4		50	45	5

[illegible]





Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A

Name of Business: 006016 CARGILL LIMITED							Industrial Sector: 471 GRAIN ELEVATOR INDUSTRY						
Location: National (Canada)X Province/Territory (specify) 18 ALBERTA										Reporting Period: 1989			
SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
< \$10,000	1	0	1	0	0	0	0	0	0	0	0	0	
\$10,000-\$14,999	3	3	0	0	0	0	0	0	0	0	0	0	
\$15,000-\$17,499	82	47	35	4	2	2	0	0	0	14	11	3	
\$17,500-\$19,999	173	125	48	4	3	1	0	0	0	34	32	2	
\$20,000-\$22,499	56	45	11	1	1	0	0	0	0	2	2	0	
\$22,500-\$24,999	27	23	4	0	0	0	2	2	0	0	0	0	
\$25,000-\$27,499	22	19	3	0	0	0	1	1	0	0	0	0	
\$27,500-\$29,999	15	14	1	0	0	0	0	0	0	0	0	0	
\$30,000-\$34,999	25	23	2	0	0	0	0	0	0	0	0	0	
\$35,000-\$39,999	24	20	4	0	0	0	0	0	0	0	0	0	
\$40,000-\$49,999	25	25	0	0	0	0	0	0	0	0	0	0	
\$50,000-\$69,999	8	8	0	0	0	0	1	1	0	0	0	0	
\$70,000 >	2	2	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES	463	354	109	9	6	3	4	4	0	50	45	5	

## Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3 Part B

Name of Business: 006016 CARGILL LIMITED

Industrial Sector: 471 GRAIN ELEVATOR INDUSTRY

Location: National (Canada)X Province/Territory (specify) 18 ALBERTA

| Reporting Period: 1989

[illegible]

## Employment and Immigration Canada

## PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4

Part A

Name of Business: 006016 CARGILL LIMITED				Industrial Sector: 471 GRAIN ELEVATOR INDUS									
Location: National (Canada) X Province/Territory (specify) 18 ALBERTA				Reporting Period: 1989									
OCCUPATIONAL  GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0	
Middle or other managers	8	6	2	0	0	0	0	0	0	0	0	0	
Professionals	10	2	8	0	0	0	0	0	0	0	0	0	
Semi-professionals and technicians	2	1	1	0	0	0	0	0	0	0	0	0	
Supervisors	8	7	1	0	0	0	0	0	0	0	0	0	
Foremen/women	9	9	0	0	0	0	0	0	0	0	0	0	
Clerical workers	22	1	21	0	0	0	0	0	0	0	0	0	
Sales workers	4	4	0	0	0	0	0	0	0	1	1	0	
Service workers	1	0	1	0	0	0	0	0	0	0	0	0	
Skilled crafts and trades workers	20	20	0	0	0	0	0	0	0	2	2	0	
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0	
Other manual workers	309	234	75	10	7	3	0	0	0	60	52	8	
TOTAL NUMBER OF EMPLOYEES HIRED	393	284	109	10	7	3	0	0	0	63	55	8	





## Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5

Part A

Name of Business:		006016 CARGILL LIMITED						Industrial Sector: 471 GRAIN ELEVATOR INDUSTRY					
Location:		National (Canada) X Province/Territory (specify) 18 ALBERTA						Reporting Period: 1989					
OCCUPATIONAL GROUPS		Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)											
		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
		Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0	
Middle or other managers	5	4	1	0	0	0	0	0	0	0	0	0	
Professionals	7	2	5	0	0	0	0	0	0	0	0	0	
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0	
Supervisors	2	0	2	0	0	0	0	0	0	0	0	0	
Foremen/women	2	2	0	0	0	0	0	0	0	0	0	0	
Clerical workers	1	0	1	0	0	0	0	0	0	0	0	0	
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0	
Service workers	0	0	0	0	0	0	0	0	0	0	0	0	
Skilled crafts and trades workers	1	1	0	0	0	0	0	0	0	0	0	0	
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0	
Other manual workers	210	164	46	6	5	1	0	0	0	39	37	2	
TOTAL NUMBER OF EMPLOYEES PROMOTED	228	173	55	6	5	1	0	0	0	39	37	2	
TOTAL NUMBER OF PROMOTIONS	271	210	61	6	5	1	0	0	0	44	42	2	

### PERMANENT PART-TIME EMPLOYEES PROMOTED

Part 8

[illegible]

## PERMANENT FULL-TIME EMPLOYEES TERMINATED

Part A

Name of Business:		006016 CARGILL LIMITED						Industrial Sector: 471 GRAIN ELEVATOR INDUSTRY					
Location:		National (Canada) X Province/Territory (specify) 18 ALBERTA						Reporting Period: 1989					
OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0	
Middle or other managers	6	6	0	0	0	0	0	0	0	0	0	0	
Professionals	1	1	0	0	0	0	0	0	0	0	0	0	
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0	
Supervisors	2	2	0	0	0	0	0	0	0	0	0	0	
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0	
Clerical workers	6	0	6	0	0	0	0	0	0	0	0	0	
Sales workers	1	1	0	0	0	0	0	0	0	0	0	0	
Service workers	0	0	0	0	0	0	0	0	0	0	0	0	
Skilled crafts and trades workers	4	4	0	0	0	0	0	0	0	0	2	2	
Semi-skilled manual workers	4	3	1	0	0	0	0	0	0	0	0	0	
Other manual workers	34	24	10	1	1	0	0	0	0	0	11	8	
TOTAL NUMBER OF EMPLOYEES TERMINATED	58	41	17	1	1	0	0	0	0	0	13	10	



## Page 1

[illegible]



Name of Business: 006016 CARGILL LIMITED		Industrial Sector: 471 GRAIN ELEVATOR INDUSTRY						Reporting Period: 1989						
Location: National (Canada)		Province/Territory						X Designated CMA 08 WINNIPEG						
OCCUPATIONAL GROUPS	Top and bottom of salary range	Q	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		U	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
		R	Number			Number			Number			Number		
		T	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Clerical workers	30000	4	5	2	3							1	1	
	34999	3	23	9	14				1		1			
	10000	2	48	7	41						6	1	5	
	12499	1	16	3	13	3	2	1						
Sales workers	22500	4	1	1										
	24999	3												
	0	2												
	0	1												
Service workers		4												
		3												
		2												
		1												
Skilled crafts and trades workers		4												
		3												
		2												
		1												
Semi-skilled manual workers		4												
		3												
		2												
		1												
Other manual workers	35000	4	1	1										
	39999	3												
	15000	2												
	17499	1	1	1										
TOTAL NUMBER OF EMPLOYEES			231	115	116	3	2	1	2	1	1	11	4	7

[illegible]

Name of Business:		006016 CARGILL LIMITED			Industrial Sector:			471 GRAIN ELEVATOR INDUSTRY			Reporting Period:			1989		
Location:		National (Canada)			Province/Territory			X Designated CMA			08 WINNIPEG					
OCCUPATIONAL GROUPS	Top and bottom of salary range	Q	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities				
		U	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women		
		R	Number			Number			Number			Number				
		T	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13	
Clerical workers	12500	4	1		1											
	14999	3														
	12500	2														
	14999	1	1		1				1		1					
Sales workers		4														
		3														
		2														
		1														
Service workers		4														
		3														
		2														
		1														
Skilled crafts and trades workers		4														
		3														
		2														
		1														
Semi-skilled manual workers		4														
		3														
		2														
		1														
Other manual workers		4														
		3														
		2														
		1														
TOTAL NUMBER OF EMPLOYEES			3		3				1		1					









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## **EMPLOYMENT EQUITY ACT** 1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

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## **LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI** 1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



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Employment and  
Immigration Canada

Emploi et  
Immigration Canada

## SCHEDULE II / ANNEXE II

(Subsections 4(7) and 6(7) / paragraphes 4(1) et 6(1))

### EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY EQUITE EN MATIERE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form  
Formulaire 1

1. NAME OF EMPLOYER NOM DE L'EMPLOYEUR		FULL LEGAL NAME - NOM LÉGALE AU COMPLET		COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE	
2. ADDRESS ADRESSE		ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'UNES NAZIONALE PRINCIPALE		MAILING ADDRESS - ADRESSE POSTALE	
3. OFFICERS AGENTS		NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE		NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'EQUITE EN MATIERE D'EMPLOI	
4. POSITION FONCTION		POSITION TITLE - TITRE OU FONCTION		POSITION TITLE - TITRE OU FONCTION	
5. INDUSTRIAL SECTOR(S) BRANCHE(S) D'ACTIVITE		INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITE 1 INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITE 2 INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITE 3 INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITE 4		DESIGNATED CMAA PAR DESIGNEES	
6. EMPLOYMENT STATUS CATEGORIES		NUMBER OF PERMANENT EMPLOYEES - NOMBRE DE SALARIES PERMANENTS A TEMPS PLEIN		CALGARY EDMONTON HALIFAX MONTREAL REGINA TORONTO VANCOUVER WINNIPEG	
7. EMPLOYMENT CATEGORIES DE SALARIES		NUMBER OF TEMPORARY EMPLOYEES - NOMBRE DE SALARIES TEMPORAIRES		TOTAL EMPLOYEES IN CANADA NOMBRE TOTAL DE SALARIES AU CANADA	
8. CERTIFICATION OF ACCURACY ATTESTATION D'EXACTITUDE		1. Name - GETTY ST. LAURENTE 2. I HEREBY CERTIFY ON BEHALF OF (Name of employer) THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF JE (NOM) - ATTESTE PAR LES PRESENTS AU NOM DE (Nom de l'employeur) QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMAIRES 1 A 6 DU PRESENT RAPPORT SONT, AUFANT QUE JE SAIS, VRAIS ET EXACTS A TOUT EGARD		3. Feed-Rite Ltd. 17 Speers Road Winnipeg, Manitoba R2J 1M1 Mr. Gerty St. Laurent Controller GEOGRAPHICAL AREAS (INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA) SECTEURS GEOGRAPHIQUES (INDIQUEZ LE NOMBRE DE SALARIES DANS CHAQUE SECTEUR)	

LMP 1847/9 863

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS  
NOTE: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMAIRES

DATE - DATE June 28, 1990

SIGNATURE - SIGNATURE

Signature of Mr. Gerty St. Laurent



Canada

**SCHEDULE II / ANNEXE II**  
(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

**EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY**  
**ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE**

Form  
formulaire 1

FULL LEGAL NAME - NOM LÉGALE AU COMPLET <b>1</b> <u>Feed-Rite Ltd.</u>		COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE <b>2</b> <u>Feed-Rite Ltd.</u>	
ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE <b>3</b> <u>17 Speers Road</u> <u>Winnipeg, Manitoba R2J 1H1</u>		MAILING ADDRESS - ADRESSE POSTALE <b>4</b> <u>17 Speers Road</u> <u>Winnipeg, Manitoba R2J 1H1</u>	
NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PRÉMIER DIRIGEANT DE L'ENTREPRISE <b>5</b> <u>Mr. Norval C. Young</u>		NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI <b>7</b> <u>Mr. Gerry A. St. Laurent</u>	
POSITION TITLE - TITRE DU FONCTIONNAIRE <b>6</b> <u>President</u>		POSITION TITLE - TITRE DU FONCTIONNAIRE <b>8</b> <u>Controller</u>	
INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1 <b>10</b> <u>Flour, prepared cereal food and feed industries</u>		INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1 <b>10</b> <u>Flour, prepared cereal food and feed industries</u>	
INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2 <b>11</b> _____		INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2 <b>11</b> _____	
INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 <b>12</b> _____		INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 <b>12</b> _____	
INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 <b>13</b> _____		INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 <b>13</b> _____	
NUMBER OF PERMANENT FULL-TIME EMPLOYEES - NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN <b>14</b> <u>157</u>		NUMBER OF PERMANENT EMPLOYEES - NOMBRE DE SALARIÉS PERMANENTS <b>14</b> <u>157</u>	
NUMBER OF TEMPORARY EMPLOYEES - NOMBRE DE SALARIÉS TEMPORAIRES <b>15</b> <u>8</u>		NUMBER OF TEMPORARY EMPLOYEES - NOMBRE DE SALARIÉS TEMPORAIRES <b>15</b> <u>8</u>	
TOTAL EMPLOYEES IN CANADA - NOMBRE TOTAL DES SALARIÉS AU CANADA <b>16</b> <u>165</u>		TOTAL EMPLOYEES IN CANADA - NOMBRE TOTAL DES SALARIÉS AU CANADA <b>16</b> <u>165</u>	
CERTIFICATION OF ACCURACY <b>17</b> <u>Norval C. Young</u>		CERTIFICATION OF ACCURACY <b>17</b> <u>Norval C. Young</u>	
ATTESTATION D'EXACTITUDE <b>18</b> <u>May 25, 1990</u>		ATTESTATION D'EXACTITUDE <b>18</b> <u>May 25, 1990</u>	





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NOTE: See instructions.  
NOTA: Voir instructions.

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*  
CATEGORIES PROFESSIONNELLES: SALAIRES PERMANENTS A TEMPS PLEIN\*

Form  
Formulaire    2    Part A, Page 1

Name of Business Nom de l'entreprise:		Industrial Sector Branches d'activité: Flour, prepared cereal food and feed industries		Reporting Period: Période de rapport: 19, 89									
Location-Endroit:		National (Canada) National (Canada)		Province/Territory (specify) Province/territoire (préciser):									
<input checked="" type="checkbox"/> Top and bottom of salary range minimum et maximum de l'échelle de rémunération		<input type="checkbox"/> Designated CMA (specify) RIM désignée (préciser):											
Occupational Groups Catégories professionnelles	Quarter Quart	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers Cadres supérieurs	4 And Over	2 2	2 2								1	1	
Middle or other managers Cadres intermédiaires et autres cadres	4 And Over	3 3	3 3										
Professionals Professionnels	3 And Over	1 1	1 1										
Semi-professionals and technicians Semi-professionnels et techniciens	2 And Over	1 1	1 1										
Supervisors Surveillants	4 And Over	1 1	1 1										
Foremen/women Contremaîtres	4 And Over	1 1	1 1										

\* Use separate Parts for permanent part-time and temporary employees.  
\* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

\*\* 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/  
\*\* 1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

EMP 18/1 (9-80)

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Form  
Formulaire 2 Part A, Page 2  
Partie A, Page 2NOTE: See instructions  
NOTA: Voir instructions

Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et minimum de rémunération	** Quarter Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers Employés de bureau	\$25,000 -	4	3		3									
	\$27,499	3	1	1		1	1							
	\$12,500 -	2												
	\$14,999	1	14	2	12	1		1				1		1
Sales workers Employés du secteur de la vente	\$60,000 -	4	3	3										
	\$64,999	3	8	8										
	\$10,000 -	2	18	18										
	\$12,499	1	19	13	6									
Service workers Employés du secteur des services		4												
		3												
		2												
		1												
Skilled crafts and trades workers Travailleurs qualifiés et artisans		4												
		3												
		2												
		1												
Semi-skilled manual workers Travailleurs manuels spécialisés	\$70,000	4	1	1										
	And Over	3	1	1										
	\$15,000 -	2	15	15										
	\$17,499	1	14	13	1	1	1		1	1				
Other manual workers Autres travailleurs manuels	\$35,000 -	4	4	4										
	\$39,999	3	8	8					1	1		2	2	
	\$12,500 -	2	13	13								2	2	
	\$14,999	1	8	8										
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS			157	132	25	4	3	1	2	2		6	5	1

\*\* 1 refers to the lowest salary quarter. 4 refers to the highest salary quarter.  
1 représente les salaires du quart le moins élevé. 4 représente les salaires du quart le plus élevé

(EMP 100-1) (9-96) P.2

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NOTE: See instructions  
NOTA: Voir instructions

Form  
Formulaire    2    Part B,    Page 1

**OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES\***  
**CATEGORIES PROFESSIONNELLES: SALAIRES PERMANENTS A TEMPS PARTIEL\***

Name of Business Nom de l'entreprise:		Industrial Sector: Branche d'activité:		Reporting Period: Période de rapport:	
Feed-Rite Ltd.		Flour, prepared cereal food and feed industries		19 89	
Location-Endroit:		Province/Territory (specify) Province/Territoire (préciser):		Designated CMA (specify) RMR désignée (préciser):	
<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input type="checkbox"/> All Employees Tous les salariés		<input type="checkbox"/> Persons with Disabilities Personnes handicapées	
<input type="checkbox"/> Top and bottom of salary range Maximum et minimum de rémunération		Total Number Nombre total		Total Number Nombre total	
Occupational Groups Catégories professionnelles		Men Hommes		Men Hommes	
		Women Femmes		Women Femmes	
		Col 2		Col 3	
		Col 4		Col 5	
		Col 6		Col 7	
		Col 8		Col 9	
		Col 10		Col 11	
		Col 12		Col 13	
Upper level managers Cadres supérieurs					
Middle or other managers Cadres intermédiaires et autres cadres					
Professionals Professionnels					
Semi-professionals and technicians Semi-professionnels et techniciens					
Supervisors Surveillants					
Foremen/Women Contremaîtres					

\* Use separate Parts for permanent full-time and temporary employees  
\* Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

\*\* 1 refers to the lowest salary quarter; 2 refers to the highest salary quarter/  
\*\* 1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé





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Form  
Formulaire    2    Part B,  
Partie B,    Page 2

NOTE: See instructions  
NOTA: Voir instructions

NOTA: Voir instructions		Top and bottom of salary range Maximum et minimum de la fourchette de rémunération Col 1	** Quartiles Quart	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
Occupational Groups Catégories professionnelles	Total Number Nombre total Col 2			Men Hommes Col 3	Women Femmes Col 4	Total Number Nombre total Col 5	Men Hommes Col 6	Women Femmes Col 7	Total Number Nombre total Col 8	Men Hommes Col 9	Women Femmes Col 10	Total Number Nombre total Col 11	Men Hommes Col 12
Clerical workers Employés de bureau		Col 1	4										
			3										
			2										
Sales workers Employés du secteur de la vente			4	2									
	\$12,500 -		3										
	\$14,999		2										
Service workers Employés du secteur des services			4										
			3										
			2										
Skilled crafts and trades workers Travailleurs qualifiés et artisans			4										
			3										
			2										
Semi-skilled manual workers Travailleurs manuels spécialisés		\$20,000 -	4	1	1								
		\$22,499	3										
		\$20,000 -	2										
Other manual workers Autres travailleurs manuels		\$22,499	1										
		\$17,500 -	4	1	1								
		\$19,999	3										
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALAIRES		\$12,500 -	2	2									
		\$14,999	1	2	2								
			8	8									

1 refers to the lowest salary Quarter. 4 refers to the highest salary Quarter/  
1 représente les salaires du quart le moins élevé. 4 représente les salaires du quart le plus élevé





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Form  
Formulaire    **3**    Part A  
Partie A

NOTE: See instructions  
NOTA: Voir instructions

Name of Business  
Nom de l'entreprise

Feed-Rite Ltd.

Industrial Sector:  
Branche d'activité:

Flour, prepared cereal food and feed industries

☒ National (Canada)  
Province / Territoire (specify)  
Province / Territoire (préciser)

Reporting Period:  
Période de rapport:

19 89

SALARY RANGES ÉCHELLES DE REMUNÉRATION	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles	
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes
Under Moins de	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8
\$10,000 - \$14,999	8	3	5					
\$15,000 - \$17,499	16	5	11	1		1	1	
\$17,500 - \$19,999	12	9	3					1
\$20,000 - \$22,499	16	16		2	2		1	
\$22,500 - \$24,999	16	13	3					
\$25,000 - \$27,499	17	16	1				1	1
\$27,500 - \$29,999	7	7					1	1
\$30,000 - \$34,999	20	19	1					
\$35,000 - \$39,999	15	14	1					
\$40,000 - \$49,999	11	11						
\$50,000 - \$69,999	5	5						
\$70,000 and over et plus	14	14		1	1		1	1
TOTAL NUMBER OF EMPLOYEES MONTRE TOTAL DE SALAIRES	157	132	25	4	3	1	6	5

Use separate Parts for permanent part time and temporary employees  
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

EMP 3048 (9-86)

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Form  
Formulaire **3** Part B  
Partie B

NOTE: See instructions.  
NOTA: Voir instructions

**SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES\***  
**PROFIL SALARIAL: SALAIRES PERMANENTS A TEMPS PARTIEL\***

Name of Business Nom de l'entreprise		Industrial Sector Branche d'activité		Reporting Period Période de rapport: <b>19 89</b>	
Location/Endroit		National (Canada) National (Canada)		Province/Territory (Specify) Province/Territoire (Préciser)	
		<input checked="" type="checkbox"/> All Employees Tous les salariés		<input type="checkbox"/> Persons with Disabilities Personnes handicapées	
		Aboriginal Peoples Autochtones		Members of Visible Minorities Membres des minorités visibles	
		Total Number Nombre total		Total Number Nombre total	
		Men Hommes		Men Hommes	
		Women Femmes		Women Femmes	
		Col 1		Col 3	
		Col 2		Col 4	
		Col 5		Col 6	
		Col 7		Col 8	
		Col 9		Col 10	
		Col 11		Col 12	
SALARY RANGES ECHELLES DE REMUNERATION					
Under Moins de \$2,500					
\$2,500 - \$4,999					
\$5,000 - \$7,499					
\$7,500 - \$9,999					
\$10,000 - \$12,499					
\$12,500 - \$14,999					
\$15,000 - \$17,499					
\$17,500 - \$19,999					
\$20,000 - \$24,999					
\$25,000 - \$29,999					
\$30,000 - \$39,999					
\$40,000 - \$49,999					
\$50,000 and over et plus					
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALAIRES		8		8	

Use separate Parts for permanent full-time and temporary employees  
Utiliser les autres parties pour les salaires permanents à temps plein et les salaires temporaires



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Form  
Formulaire    **4**    Part A  
Partie A

**PERMANENT FULL-TIME EMPLOYEES HIRED\***  
**RECRUTEMENTS: SALAIRES PERMANENTS À TEMPS PLEIN\***

NOTE See instructions  
NOTA Voir instructions  
Name of business  
Nom de l'entreprise

Feed-Rite Ltd.

Industrial Sector  
Branches d'activité

Flour, prepared cereal food and feed industries

Reporting Period: 19 89  
Période de rapport:

☐ Province/Territory (specify)  
Province/territoire (préciser)

☒ National (Canada)  
National (Canada)

Location: Endroit

Occupational Groups Catégories professionnelles	All Employees Toutes les salaires		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles	
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes
Upper level managers Cadres supérieurs	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8
Middle or other managers Cadres intermédiaires et autres cadres								
Professionals Professionnels								
Semi-professionals and technicians Semi-professionnels et techniciens								
Supervisors Surveillants	1		1					
Unskilled women Contratantes	2	2						
Skilled workers Employés de bureau	7	2	5					
Sales workers Employés du secteur de la vente	11	8	3					
Service workers Employés du secteur des services								
Skilled crafts and trades workers Travailleurs qualifiés et artisans								
Semi-skilled manual workers Travailleurs manuels spécialisés	6	5	1					
Other manual workers Autres travailleurs manuels	9	9						
<b>TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS</b>	<b>36</b>	<b>26</b>	<b>10</b>					

• Use separate Parts for permanent part time and temporary employees  
Utiliser les autres parties pour les salaires permanents à temps partiel et les salaires temporaires

(EMP 3470 (B 89))

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Form  
Formulaire **4** Part B  
Parue B

**PERMANENT PART-TIME EMPLOYEES HIRED\***  
**RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL\***

NOTE: See instructions.  
NOTA: Voir instructions

Name of Business Nom de l'entreprise		Industrial Sector: Branche d'activité	
Feed-Rite Ltd.		Flour, prepared cereal food and feed industries	
Location: Endroit		Reporting Period: Période de rapport	
<input checked="" type="checkbox"/> National (Canada) National (Canada)		1989	
<input type="checkbox"/> Province / Territory (specify) Province / territoire (préciser)			

Occupational Groups Catégories professionnelles	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper level managers Cadres supérieurs												
Middle or other managers Cadres intermédiaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors Surveillants												
Foremen/women Contremaîtres												
Clerical workers Employés de bureau	1	1										
Sales workers Employés du secteur de la vente	2	2										
Service workers Employés du secteur des services												
Skilled crafts and trades workers Travailleurs qualifiés et artisans												
Semi-skilled manual workers Travailleurs manuels spécialisés	1	1										
Other manual workers Autres travailleurs manuels	6	6		1	1							
<b>TOTAL NUMBER OF EMPLOYEES HIRED</b> <b>NOMBRE TOTAL DE RECRUTEMENTS</b>	<b>10</b>	<b>10</b>		<b>1</b>	<b>1</b>							

\* Use separate parts for permanent full-time and temporary employees.  
\* Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires.



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**PERMANENT FULL-TIME EMPLOYEES PROMOTED\***  
**AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\***

Form  
Formulaire **5** Part A  
Partie A

NOTE: See instructions  
NOTA: Voir instructions

Name of Business:

Nom de l'entreprise:

Feed-Rite Ltd.

Industrial Sector:  
Branche d'activité:

Flour, prepared cereal food and feed industries

Reporting Period: 19 89  
Période de rapport:

☒ National (Canada)  
National (Canada)

☐ Province / Territory (specify)  
Province / territoire (préciser)

Occupational Groups Catégories professionnelles	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)					
	All Employees Tous les salariés			Aboriginal Peoples Autochtones		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6
Upper-level managers Cadres supérieurs						
Middle or other managers Cadres intermédiaires et autres cadres	1	1				
Professionals Professionnels						
Semi-professionals and technicians Semi-professionnels et techniciens						
Supervisors Surveillants	1		1			
Foremen/women Contremaîtres	2	2				
Clerical workers Employés de bureau						
Sales workers Employés du secteur de la vente	2	2				
Service workers Employés du secteur des services						
Skilled crafts and trades workers Travailleurs qualifiés et artisans						
Semi-skilled manual workers Travailleurs manuels spécialisés	2	2				
Other manual workers Autres travailleurs manuels						
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS	8	7	1			
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	8	7	1			

\* Use separate Parts for permanent part-time and temporary employees  
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

1 MP 8803 (9 88)

Canada





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**PERMANENT PART-TIME EMPLOYEES PROMOTED\***  
**AVANCEMENTS: SALARIES PERMANENTS A TEMPS PARTIEL\***

NOTE: See instructions  
NOTA: Voir instructions

Name of Business Nom de l'entreprise		Industrial Sector: Branche d'activité: Flour, prepared cereal food and feed industries		Reporting Period: Période de rapport: 19 89									
Location: Endroit: <input checked="" type="checkbox"/> National (Canada) National (Canada)		<input type="checkbox"/> Province/Territory (specify) Province/Territoire (préciser)											
Occupational Groups Catégories professionnelles		Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salariés promus (les salaires promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ils ont été promus en dernier)											
		All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
		Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers Cadres supérieurs													
Middle or other managers Cadres intermédiaires et autres cadres													
Professionals Professionnels													
Semi-professionals and technicians Semi-professionnels et techniciens													
Supervisors Surveillants													
Food handlers/cooks Cuisiniers/coquins													
Clerical workers Employés de bureau													
Sales workers Employés du secteur de la vente													
Service workers Employés du secteur des services													
Skilled crafts and trades workers Travailleurs qualifiés et artisans													
Semi-skilled manual workers Travailleurs manuels spécialisés													
Other manual workers Autres travailleurs manuels													
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALAIRES PROMUS		0											
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS		0											

\* Use separate Parts for permanent full-time and temporary employees  
\* Utilisez les autres parties pour les salaires permanents à temps plein et les salaires temporaires





Employment and Immigration Canada      Emploi et Immigration Canada

Form  
Formulaire      6      Part A  
Partie A

**PERMANENT FULL-TIME EMPLOYEES TERMINATED\***  
**CÉSSIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN\***

NOTE: See instructions  
NOTA: Voir instructions

Name of Business:  
Nom de l'entreprise:

Feed-Rite Ltd.		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input type="checkbox"/> Province / Territory (specify) Province / territoire (préciser)		Reporting Period: Période de rapport: 1989		Industrial Sector: Branche d'activité: Flour, prepared cereal food and feed industries				
Occupational Groups Catégories professionnelles	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
	Total Number Nombre total Col 1	Men Hommes Col 2	Women Femmes Col 3	Total Number Nombre total Col 4	Men Hommes Col 5	Women Femmes Col 6	Total Number Nombre total Col 7	Men Hommes Col 8	Women Femmes Col 9	Total Number Nombre total Col 10	Men Hommes Col 11	Women Femmes Col 12
Upper level managers Cadres supérieurs												
Middle or other managers Cadres intermédiaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors Surveillants	1		1									
Women/women Contenaires	2	2										
Clerical workers Employés de bureau	4	1	3							1		1
Sales workers Employés du secteur de la vente	4	3	1									
Service workers Employés du secteur des services												
Skilled crafts and trades workers Travailleurs qualifiés et artisans												
Semi-skilled manual workers Travailleurs manuels spécialisés												
Other manual workers Autres travailleurs manuels	3	3								1	1	
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CÉSSIONS DE FONCTIONS	14	9	5							2	1	1

\* Use separate Parts for permanent part time and temporary employees  
\* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

IMP 3812 (8-84)

Canada



Employment and Immigration Canada    Emploi et Immigration Canada

Form  
Formulaire

Part B  
Partie B

**PERMANENT PART-TIME EMPLOYEES TERMINATED\***  
**CESSATIONS DE FONCTIONS: SALAIRES PERMANENTS A TEMPS PARTIEL \***

NOTE: See instructions  
NOTA: Voir instructions

Name of Business  
Nom de l'entreprise

Feed-Rite Ltd.

Industrial Sector  
Branche d'activité

Flour, prepared cereal food and feed industries

Reporting Period:  
Période de rapport: 1989

☐ Province / Territory (specify)  
Province / territoire (préciser)

☒ National (Canada)  
National (Canada)

Occupational Groups Catégories professionnelles	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
Upper-level managers Cadres supérieurs	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Middle or other managers Cadres intermédiaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors Surveillants												
Firemen/women Contremaîtres												
Clerical workers Employés de bureau	1	1										
Sales workers Employés du secteur de la vente												
Service workers Employés du secteur des services												
Skilled crafts and trades workers Travailleurs qualifiés et artisans												
Semi-skilled manual workers Travailleurs manuels spécialisés												
Other manual workers Autres travailleurs manuels	7	7		3	3					1	1	
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	8	8		3	3					1	1	

\* Use separate Parts for permanent full-time and temporary employees  
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires



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NOTE: See instructions  
NOTA: Voir instructions

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**OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\***  
**CATÉGORIES PROFESSIONNELLES: SALAIRES PERMANENTS À TEMPS PLEIN\***

Name of Business: Nom de l'entreprise:		Industrial Sector: Branche d'activité:		Reporting Period: Période de rapport:									
Feed-Rite Ltd.		FLOUR, prepared cereal food and feed industries		19 89									
Location: Endroit		Province/Territory (specify) Province/Territoire (préciser)		Designated CMA (specify) RIM désignée (préciser)									
<input type="checkbox"/> National (Canada) National (Canada)		Manitoba		<input type="checkbox"/>									
Occupational Groups Catégories professionnelles	Top and bottom of salary range minimum de rémunération	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
	Quarter Quart	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes				
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers Cadres supérieurs	\$70,000 - And Over	4 2	2 2								1	1	
Middle or other managers Cadres intermédiaires et autres cadres	\$70,000 - And Over	4 3	3 1										
	\$30,000 - And Over	2 1	1 1										
	\$34,999	2 3	3 3										
Professionals Professionnels	\$70,000 - And Over	4 1	1 1										
	\$70,000	2 2											
Semi-professionals and technicians Semi-professionnels et techniciens		4 3											
		2 2											
Supervisors Surveillants	\$35,000 - And Over	4 1											
	\$39,999	3 1											
	\$17,500 - And Over	2 1											
	\$19,999	1 1											
Foremen/women Contremaîtres	\$70,000 - And Over	4 3	1 1		1	1							
	\$20,000 - And Over	2 1	1 4										
	\$22,499	1 4											

\* Use separate Parts for permanent part-time and temporary employees  
\* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

EMP 1821 (8-84)

Canada

**NOTE:** See instructions  
**NOTA:** Voir instructions

[illegible]

1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/  
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé





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NOTE: See instructions  
NOTA: Voir instructions

Form  
Formulaire    2    Part B  
Partie B,    Page 1

**OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES\***  
**CATÉGORIES PROFESSIONNELLES: SALAIRES PERMANENTS À TEMPS PARTIEL\***

Name of Business Nom de l'entreprise:		Industrial Sector: Branche d'activité:		Reporting Period: Période de rapport:									
Location/Endroit:		Flour, prepared cereal food and feed industries		19 89									
<input type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province/Territory (specify) Province/Territoire (préciser)		<input type="checkbox"/> Designated CMA (specify) RMT désignée (préciser)									
Manitoba													
Feed-Rite Ltd.													
Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum minimum de l'échelle de remunération	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
	Col 1	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes			
Upper-level managers Cadres supérieurs	4 3 2 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Middle or other managers Cadres intermédiaires et autres cadres	4 3 2 1												
Professionals Professionnels	4 3 2 1												
Semi-professionals and technicians Semi-professionnels et techniciens	4 3 2 1												
Supervisors Surveillants	4 3 2 1												
Foremen/women Contremaîtres	4 3 2 1												

\* Use separate Parts for permanent full-time and temporary employees  
\* Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

\*\* 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter.  
\*\* 1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé







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NOTE: See instructions.  
NOTA: Voir instructions

Occupational Groups Catégories professionnelles	Top and bottom of salary range Extremes du minimum de l'échelle de remunération Col 1	** Quarter Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total Col 2	Men Hommes Col 3	Women Femmes Col 4	Total Number Nombre total Col 5	Men Hommes Col 6	Women Femmes Col 7	Total Number Nombre total Col 8	Men Hommes Col 9	Women Femmes Col 10	Total Number Nombre total Col 11	Men Hommes Col 12	Women Femmes Col 13
Clerical workers Employés de bureau		4												
		3												
		2												
		1												
Sales workers Employés du secteur de la vente	\$12,500 - \$14,999	4	2	2										
	\$12,500 - \$14,999	3												
	\$12,500 - \$14,999	2												
	\$12,500 - \$14,999	1												
Service workers Employés du secteur des services		4												
		3												
		2												
		1												
Skilled crafts and trades workers Travailleurs qualifiés et artisans		4												
		3												
		2												
		1												
Semi-skilled manual workers Travailleurs manuels spécialisés	\$20,000 - \$22,499	4	1	1										
	\$20,000 - \$22,499	3												
	\$20,000 - \$22,499	2												
	\$20,000 - \$22,499	1												
Other manual workers Autres travailleurs manuels	\$17,500 - \$19,999	4	1	1										
	\$17,500 - \$19,999	3												
	\$17,500 - \$19,999	2	2	2										
	\$17,500 - \$19,999	1	2	2										
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS			8	8										

\*\*  
1 refers to the lowest salary quarter, 4 refers to the highest salary quarter!  
1 représente les salariés du quart le moins élevé, 4 représente les salariés du quart le plus élevé

1 6007 (08/05) (Fr 001) 1 - 1



Employment and Immigration Canada    Emploi et Immigration Canada

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Part A  
Partie A

**SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES\***  
**PROFIL SALARIAL: SALAIRES PERMANENTS A TEMPS PLEIN\***

NOTE: See instructions  
NOTA: Voir instructions

Name of Business  
Nom de l'entreprise:

Industrial Sector:  
Branché d'activité:

Flour, prepared cereal food and feed industries

Location: Endroit:

Reporting Period:  
Période de rapport:

19 89

Province / Territoire (specify)  
Province / Territoire (préciser):

Manitoba

☐ National (Canada)  
National (Canada)

Feed-Rite Ltd.

SALARY RANGES ÉCHELLES DE RÉMUNÉRATION	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under Moins de \$10,000												
\$10,000 - \$14,999	4	1	3									
\$15,000 - \$17,499	15	5	10	1		1				1		1
\$17,500 - \$19,999	9	7	2							1	1	
\$20,000 - \$22,499	13	13		2	2		1	1				
\$22,500 - \$24,999	15	12	3							1	1	
\$25,000 - \$27,499	13	12	1							1	1	
\$27,500 - \$29,999	6	6					1	1		1	1	
\$30,000 - \$34,999	15	14	1									
\$35,000 - \$39,999	11	10	1									
\$40,000 - \$49,999	7	7										
\$50,000 - \$69,999	4	4										
\$70,000 and over et plus	13	13		1	1					1	1	
<b>TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS</b>	<b>125</b>	<b>104</b>	<b>21</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>2</b>		<b>6</b>	<b>5</b>	<b>1</b>

Use separate Parts for permanent part-time and temporary employees  
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

130P (84/8) (9-86)

Canada



Employment and Immigration Canada    Emploi et Immigration Canada

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Formulaire

Part B  
Partie B

**SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES\***  
**PROFIL SALARIAL: SALAIRES PERMANENTS À TEMPS PARTIEL\***

NOTE: See instructions.  
NOTA: Voir instructions.

Name of Business:  
Nom de l'entreprise

Industrial Sector:  
Branche d'activité

Flour, prepared cereal food and feed industries

Location: Endroit

Province / Territory (specify)  
Province / territoire (préciser)

Manitoba

Reporting Period:  
Période de rapport

19 89

☐ National (Canada)  
National (Canada)

☒

SALARY RANGES CATEGORIES DE RÉMUNÉRATION	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9
Under Moins de \$2 500									
\$2 500 - \$4 999									
\$5 000 - \$7 499									
\$7 500 - \$9 999									
\$10 000 - \$12 499									
\$12 500 - \$14 999	4	4							
\$15 000 - \$17 499	2	2							
\$17 500 - \$19 999	1	1							
\$20 000 - \$24 999	1	1							
\$25 000 - \$29 999									
\$30 000 - \$39 999									
\$40 000 - \$49 999									
\$50 000 and over et plus									
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	8	8							

Use separate Parts for permanent full-time and temporary employees  
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

EMP 1845 (10-88)

Canada



**PERMANENT FULL-TIME EMPLOYEES HIRED\***  
**RECRUTEMENTS: SALAIRES PERMANENTS À TEMPS PLEIN\***

NOTE: See instructions  
NOTA: Voir instructions  
Name of Business  
Nom de l'entreprise

Feed-Rite Ltd.		Industrial Sector Secteur d'activité		Flour, prepared cereal food and feed industries	
<input type="checkbox"/> National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Province / territoire (préciser)		Manitoba	

Location/Endroit	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles	
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8
Occupational Groups Catégories professionnelles								
Upper level managers Cadres supérieurs								
Middle or other managers Cadres intermédiaires et autres cadres								
Professionals Professionnels								
Semi-professionals and technicians Semi-professionnels et techniciens								
Supervisors Surveillants	1		1					
Foremen/women Contramaîtres	2	2						
Clerical workers Employés de bureau	7	2	5					
Sales workers Employés du secteur de la vente	4	4						
Service workers Employés du secteur des services								
Skilled crafts and trades workers Travailleurs qualifiés et artisans								
Semi-skilled manual workers Travailleurs manuels spécialisés	4	3	1					
Other manual workers Autres travailleurs manuels	7	7						
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	25	18	7					

Use separate Parts for permanent part time and temporary employees  
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires





Employment and Immigration Canada Emploi et Immigration Canada

Form  
Formulaire 4  
Part B  
Partie B

**PERMANENT PART-TIME EMPLOYEES HIRED\***  
**RECRUTEMENTS: SALAIRES PERMANENTS À TEMPS PARTIEL\***

NOTE: See instructions  
NOTA: Voir instructions

Name of Business:  
Nom de l'entreprise:

Industrial Sector:  
Branché d'activité:

Flour, prepared cereal food and feed industries

Reporting Period:  
Période de rapport:

19 89

Location/Endroit:

☐ National (Canada)  
National (Canada)

☒ Province / Territory (specify)  
Province / territoire (préciser)

Manitoba

Occupational Groups Catégories professionnelles	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles	
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8
Upper-level managers Cadres supérieurs								
Middle or other managers Cadres intermédiaires et autres cadres								
Professionals Professionnels								
Semi-professionals and technicians Semi-professionnels et techniciens								
Supervisors Surveillants								
Women/women Contremaîtres								
Clerical workers Employés de bureau	1	1						
Sales workers Employés du secteur de la vente	2	2						
Service workers Employés du secteur des services								
Skilled crafts and trades workers Travailleurs qualifiés et artisans								
Semi-skilled manual workers Travailleurs manuels spécialisés	1	1						
Other manual workers Autres travailleurs manuels	6	6		1	1			
<b>TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS</b>	<b>10</b>	<b>10</b>		<b>1</b>	<b>1</b>			

\* Use separate Parts for permanent full time and temporary employees  
\* Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

1 (MAY 1996) (19 86)

Canada



**PERMANENT FULL-TIME EMPLOYEES PROMOTED\***  
**AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\***NOTE: See instructions  
NOTA: Voir instructions

Name of Business: Nom de l'entreprise:		Industrial Sector: Branche d'activité:		Reporting Period: Période de rapport:									
Location: Endroit:		Flour, prepared cereal food and feed Industries		19 89									
<input type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Province / territoire (préciser)		Manitoba									
Occupational Groups Catégories professionnelles		Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salariés promus (Les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ils ont été promu(e) en dernier)											
		All Employees Tous les salariés			Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles				
		Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers Cadres supérieurs													
Middle or other managers Cadres intermédiaires et autres cadres		1	1										
Professionals Professionnels													
Semi-professionals and technicians Semi-professionnés et techniciens													
Supervisors Surveillants		1		1									
Clerical workers Employés de bureau		2	2										
Sales workers Employés du secteur de la vente		2	2										
Service workers Employés du secteur des services													
Skilled crafts and trades workers Travailleurs qualifiés et artisans													
Semi-skilled manual workers Travailleurs manuels spécialisés		1	1										
Other manual workers Autres travailleurs manuels													
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS		7	6	1									
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS		7	6	1									

\* Use separate Parts for permanent part-time and temporary employees  
\* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires



Employment and Immigration Canada    Emploi et Immigration Canada

Form  
Formulaire

Part B  
Partie B

**PERMANENT PART-TIME EMPLOYEES PROMOTED\***  
**AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL\***

NOTE: See instructions  
NOTA: Voir instructions

Name of business:  
Nom de l'entreprise:

Feed-Rite Ltd.

Industrial Sector:  
Branche d'activité:

Flour, prepared cereal food and feed industries

Location/Endroit

☐ National (Canada)  
National (Canada)

☒ Province/Territory (Specify)  
Province/Territoire (Spécifier)

Manitoba

Reporting Period:  
Période de rapport:

19 89

Employees promoted (Employees promoted during this year are to be reported only in the occupational groups to which or within which they have been last promoted)

Salarisés promus (Les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ils ont été promus en dernier)

Occupational Groups Catégories professionnelles	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers Cadres supérieurs												
Middle or other managers Cadres intermédiaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors Surveillants												
Foremen/women Contremaîtres												
Clerical workers Employés de bureau												
Sales workers Employés du secteur de la vente												
Service workers Employés du secteur des services												
Skilled crafts and trades workers Travailleurs qualifiés et artisans												
Semi-skilled manual workers Travailleurs manuels spécialisés												
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS	0											
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	0											

\* Use separate Parts for permanent full-time and temporary employees  
\* Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires



Employment and Immigration Canada    Emploi et Immigration Canada

**PERMANENT FULL-TIME EMPLOYEES TERMINATED\*  
CESSATIONS DE FONCTIONS: SALAIRES PERMANENTS À TEMPS PLEIN\***

Form  
Formulaire **6** Part A  
Partie A

NOTE: See instructions.  
NOTA: Voir instructions.

Name of Business:  
Nom de l'entreprise:

Feed-Rite Ltd.

☐ National (Canada)  
National (Canada)

☒ Province/Territory (specify)  
Province/Territoire (préciser)

Manitoba

Industrial Sector:  
Branche d'activité:

Flour, prepared cereal foods and feed industries

Reporting Period:  
Période de rapport:

19 89

Occupational Groups Catégories professionnelles	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
Upper-level managers Cadres supérieurs	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Middle or other managers Cadres intermédiaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors Surveillants	1		1									
Commons person Contremaîtres	2	2										
Clerical workers Employés de bureau	4	1	3							1		1
Sales workers Employés du secteur de la vente	1	1										
Service workers Employés du secteur des services												
Skilled crafts and trades workers Travailleurs qualifiés et artisans												
Semi-skilled manual workers Travailleurs manuels spécialisés												
Other manual workers Autres travailleurs manuels	3	3								1	1	
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CÉSSATIONS DE FONCTIONS	11	7	4							2	1	1

• Use separate Parts for permanent part-time and temporary employees  
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

14P 1817(8-84)

Canada









**6020**

CA 1

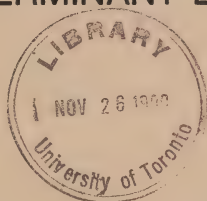
M

-E52

**EMPLOYMENT EQUITY ACT**  
1990: ANNUAL REPORT  
FOR THE YEAR ENDING DECEMBER 1989

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**LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI**  
1990: RAPPORT ANNUEL  
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



**FRESHWATER FISH  
MARKETING CORPORATION  
OFFICE DE COMMERCIALISATION  
DU POISSON D'EAU DOUCE**

**6020****Canada**

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## EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

FORM 1

I	NAME OF EMPLOYER	FULL LEGAL NAME	COMMON OR BUSINESS NAME
D		FRESHWATER FISH MARKETING CORP.	
E			
N	ADDRESS	ADDRESS OF PRINCIPAL PLACE OF BUSINESS	MAILING ADDRESS
T		1199 PLESSIS ROAD	
I		WINNIPEG, MB R2C 3L4	
F			
I	OFFICERS	NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER	NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY
C		TOM DUNN	MILLIE SMITH
A			
T	POSITION	POSITION TITLE	POSITION TITLE AREA CODE TELEPHONE NUMBER
I		PRESIDENT	PERSONNEL MANAGER 204 983 - 6461

		INDUSTRIAL SECTOR 1	NO. OF EMPLOYEES		DESIGNATED CMAs	PROVINCES/TERRITORIES
		FISHING INDUSTRIES	347			
R	INDUSTRIAL	INDUSTRIAL SECTOR 2	NO. OF EMPLOYEES	GEOGRAPHICAL	CALGARY	ONT.
E			0	AREAS	EDMONTON	QUE.
P						N.S.
O	SECTOR(S)	INDUSTRIAL SECTOR 3	NO. OF EMPLOYEES	(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)	HALIFAX	N.B.
R			0			MAN.
T					MONTREAL	B.C.
S						0
U		INDUSTRIAL SECTOR 4	NO. OF EMPLOYEES		REGINA	P.E.I.
M			0			SASK.
A					TORONTO	ALTA.
R						3
Y	EMPLOYMENT	NUMBER OF PERMANENT FULL-TIME EMPLOYEES	NUMBER OF PERMANENT PART-TIME EMPLOYEES	NUMBER OF TEMPORARY EMPLOYEES	VANCOUVER	N.F.D.
						YKN
	STATUS				WINNIPEG	N.W.T.
						14
	CATEGORIES					
		47	1	261	TOTAL EMPLOYEES IN CANADA	347

C		I, (Name) <u>J. THOMAS DUNN</u> , HEREBY CERTIFY ON BEHALF OF
E		(Name of Employer) <u>FRESHWATER FISH MARKETING CORP.</u> , THAT THE
R	CERTIFICATION	INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN
T		EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.
I		
F	OF	
I		
C		
A	ACCURACY	
T		
I		
O		
N	DATE	<u>July 17/90</u>
	SIGNATURE	

SCHEDULE II / ANNEXE II

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY - EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY  
ÉQUITÉ EN MATIÈRE D'EMPLOI - IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form  
Formulaire 1

1 FULL LEGAL NAME - NOM LÉgal AU COMPLET ① FRESHWATER FISH MARKETING CORP		2 COMMON OR BUSINESS NAME - NOM USUEL OU RASON SOCIALE ② SAME		3 TELEPHONE NUMBER / NO. DE TÉLÉPHONE ③ 983-6461	
4 ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE ④ 1199 PLESSIS RD WINNIPEG MB		5 MAILING ADDRESS - ADRESSE POSTALE ⑤ SAME		6 PROVINCE / TERRITORIES ⑥ MAN. MB	
7 NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE ⑦ J. THOMAS DUNN		8 NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI ⑧ MILLIE SMITH		9 POSITION TITLE - TITRE DU FONCTIONNAIRE ⑨ PRESIDENT & GENERAL MANAGER	
10 INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1 ⑩ PROCESSING - FISH PRODUCTS		11 NO. OF EMPLOYEES / NOMBRE DE SALARIÉS ⑪ 264		12 GEOGRAPHICAL AREAS / SECTEURS GÉOGRAPHIQUES ⑫ INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA / (INDIQUEZ LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)	
13 INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2 ⑬		14 NO. OF EMPLOYEES / NOMBRE DE SALARIÉS ⑭		15	
16 INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 ⑯		17 NO. OF EMPLOYEES / NOMBRE DE SALARIÉS ⑰		18	
19 INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 ⑱		20 NO. OF EMPLOYEES / NOMBRE DE SALARIÉS ⑲		21	
22 EMPLOYMENT STATUS / CATEGORIES ⑳ FULL-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN ㉑ PART-TIME EMPLOYEES / NOMBRE DE SALARIÉS TEMPORAIRES		23 NUMBER OF PERMANENT / FULL-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN ㉒ NUMBER OF TEMPORARY EMPLOYEES / NOMBRE DE SALARIÉS TEMPORAIRES		24 TOTAL EMPLOYEES IN CANADA / NOMBRE TOTAL DES EMPLOYÉS AU CANADA ㉓ 264	
25 CERTIFICATION OF ACCURACY / ATTESTATION D'EXACTITUDE ㉔ I, (NAME) / J. THOMAS DUNN, HEREBY CERTIFY ON BEHALF OF (Name of employer) / FRESHWATER FISH MARKETING CORP.		26 DATE / DATE ㉕ May 31/90		27 CORPORATE SEAL / SCAU DE LA SOCIÉTÉ ㉖	

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS.  
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES



## Page 1

[illegible]

Name of Business:		006020 FRESHWATER FISH MARK		Industrial Sector:		03: FISHING INDUSTRIES		Reporting Period:		1989			
Location:		X National (Canada)		Province/Territory				Designated CMA					
OCCUPATIONAL GROUPS		Top and bottom of salary range		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities			
		IRI Number		Men Women		Total Number Men Women		Total Number Men Women		Total Number Men Women			
		Col 1		Col 2 Col 3 Col 4		Col 5 Col 6 Col 7		Col 8 Col 9 Col 10		Col 11 Col 12 Col 13			
Clerical workers	25000	14	3	1	2	1	1						
	27499	13	3		3								
	15000	12	4		4			1		1			
	17499	11	3		3			2		2			
Sales workers		14											
		13											
		12											
		11											
Service workers		14											
		13											
		12											
		11											
Skilled crafts and trades workers	27500	14	1	1		1	1						
	29999	13											
	0	12											
	0	11											
Semi-skilled manual workers		14											
		13											
		12											
		11											
Other manual workers	25000	14	1	1						1	1		
	27499	13											
	15000	12											
	17499	11	1		1								
TOTAL NUMBER OF EMPLOYEES			47	32	15	3	3		4		4	1	1

## Page 1

[illegible]

Name of Business: 006020 FRESHWATER FISH MARK		Industrial Sector: 031 FISHING INDUSTRIES						Reporting Period: 1989					
Location: X National (Canada)		Province/Territory						Designated CMA					
OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	IRI Number	Men	Women	Number	Men	Women	Number	Men	Women	Number	Men	Women	
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	2500	14	1		1				1		1		1
	4999	13											
	0	12											
	0	11											
Sales workers		14											
		13											
		12											
		11											
Service workers		14											
		13											
		12											
		11											
Skilled crafts and trades workers		14											
		13											
		12											
		11											
Semi-skilled manual workers		14											
		13											
		12											
		11											
Other manual workers		14											
		13											
		12											
		11											
TOTAL NUMBER OF EMPLOYEES			1		1				1		1		1

## Page 1

[illegible]



Name of Business:		006020 FRESHWATER FISH MARK		Industrial Sector:		031 FISHING INDUSTRIES		Reporting Period:		1989							
Location:		X National (Canada)		Province/Territory				Designated CMA									
OCCUPATIONAL GROUPS	Top and bottom of salary range	IQI	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities					
	Salary range	Total	Number	Men	Women	Total	Number	Men	Women	Total	Number	Men	Women	Total	Number	Men	Women
			Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13	Col 14	Col 15
Clerical workers		141															
		131															
		121															
		111															
		=															
Sales workers		141															
		131															
		121															
		111															
		=															
Service workers		141															
		131															
		121															
		111															
		=															
Skilled crafts and trades workers		141															
		131															
		121															
		111															
		=															
Semi-skilled manual workers		141															
		131															
		121															
		111															
		=															
Other manual workers	40000	141	9	8	1	2	1	1	1	1	1	1	1	1	1	1	1
	44999	131	91	40	51	6	3	3	4	2	2	5	3	2			
	2500	121	98	44	54	5	2	3	1	1							
	4999	111	63	19	44	1		1				1	1				
		=															
TOTAL NUMBER OF EMPLOYEES			261	111	150	14	6	8	6	3	3	6	4	2			

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A

Name of Business: 006020 FRESHWATER FISH MARKETING				Industrial Sector: 031 FISHING INDUSTRIES									
Location: X National (Canada) Province/Territory (specify)										Reporting Period: 1989			
SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
< \$10,000	0	0	0	0	0	0	0	0	0	0	0	0	
\$10,000-\$14,999	0	0	0	0	0	0	0	0	0	0	0	0	
\$15,000-\$17,499	3	0	3	0	0	0	2	0	2	0	0	0	
\$17,500-\$19,999	4	0	4	0	0	0	1	0	1	0	0	0	
\$20,000-\$22,499	5	1	4	0	0	0	0	0	0	0	0	0	
\$22,500-\$24,999	2	1	1	1	1	0	0	0	0	0	0	0	
\$25,000-\$27,499	5	4	1	0	0	0	0	0	0	1	1	0	
\$27,500-\$29,999	4	4	0	1	1	0	0	0	0	0	0	0	
\$30,000-\$34,999	5	4	1	1	1	0	1	0	1	0	0	0	
\$35,000-\$39,999	4	4	0	0	0	0	0	0	0	0	0	0	
\$40,000-\$49,999	8	7	1	0	0	0	0	0	0	0	0	0	
\$50,000-\$69,999	6	6	0	0	0	0	0	0	0	0	0	0	
\$70,000 >	1	1	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES	47	32	15	3	3	0	4	0	4	1	1	0	

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3

Part B

Name of Business:		006020 FRESHWATER FISH MARKETING						Industrial Sector:		031 FISHING INDUSTRIES					
Location:		X National (Canada) Province/Territory (specify)						Reporting Period:		1989					
SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities					
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women			
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12			
< \$2,500	0	0	0	0	0	0	0	0	0	0	0	0			
\$2,500-\$4,999	1	0	1	0	0	0	1	0	1	1	0	1			
\$5,000-\$7,499	0	0	0	0	0	0	0	0	0	0	0	0			
\$7,500-\$9,999	0	0	0	0	0	0	0	0	0	0	0	0			
\$10,000-\$12,499	0	0	0	0	0	0	0	0	0	0	0	0			
\$12,500-\$14,999	0	0	0	0	0	0	0	0	0	0	0	0			
\$15,000-\$17,499	0	0	0	0	0	0	0	0	0	0	0	0			
\$17,500-\$19,999	0	0	0	0	0	0	0	0	0	0	0	0			
\$20,000-\$24,999	0	0	0	0	0	0	0	0	0	0	0	0			
\$25,000-\$29,999	0	0	0	0	0	0	0	0	0	0	0	0			
\$30,000-\$39,999	0	0	0	0	0	0	0	0	0	0	0	0			
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0	0	0	0			
> \$50,000	0	0	0	0	0	0	0	0	0	0	0	0			
TOTAL NUMBER OF EMPLOYEES	1	0	1	0	0	0	1	0	1	1	0	1			

## Employment and Immigration Canada

## SALARY SUMMARY: TEMPORARY EMPLOYEES

Form 3 Part C

Name of Business: 006020 FRESHWATER FISH MARKETING		Industrial Sector: 031 FISHING INDUSTRIES											
Location: X National (Canada) Province/Territory (specify)		Reporting Period: 1989											
SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
< \$2,500	0	0	0	0	0	0	0	0	0	0	0	0	
\$2,500-\$4,999	17	4	13	0	0	0	0	0	0	1	1	0	
\$5,000-\$7,499	15	4	11	0	0	0	0	0	0	0	0	0	
\$7,500-\$9,999	19	3	16	1	0	1	0	0	0	0	0	0	
\$10,000-\$12,499	13	9	4	0	0	0	0	0	0	0	0	0	
\$12,500-\$14,999	23	8	15	0	0	0	0	0	0	0	0	0	
\$15,000-\$17,499	14	7	7	0	0	0	0	0	0	0	0	0	
\$17,500-\$19,999	28	12	16	1	0	1	0	0	0	0	0	0	
\$20,000-\$24,999	84	40	44	8	5	3	3	2	1	1	1	0	
\$25,000-\$29,999	36	15	21	2	0	2	2	1	1	4	2	2	
\$30,000-\$39,999	11	8	3	2	1	1	1	0	1	0	0	0	
\$40,000-\$49,999	1	1	0	0	0	0	0	0	0	0	0	0	
> \$50,000	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES	261	111	150	14	6	8	6	3	3	6	4	2	

## Employment and Immigration Canada

## PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4

Part A

Name of Business:		006020 FRESHWATER FISH MARK						Industrial Sector:		031 FISHING INDUSTRIES					
Location:		X National (Canada) Province/Territory (specify)						Reporting Period: 1989							
OCCUPATIONAL GROUPS		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities				
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women		
		Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12		
Upper-level managers		0	0	0	0	0	0	0	0	0	0	0	0		
Middle or other managers		0	0	0	0	0	0	0	0	0	0	0	0		
Professionals		2	2	0	0	0	0	0	0	0	0	0	0		
Semi-professionals and technicians		0	0	0	0	0	0	0	0	0	0	0	0		
Supervisors		0	0	0	0	0	0	0	0	0	0	0	0		
Foremen/women		1	1	0	0	0	0	0	0	0	0	0	0		
Clerical workers		5	0	5	0	0	0	1	0	1	0	0	0		
Sales workers		0	0	0	0	0	0	0	0	0	0	0	0		
Service workers		0	0	0	0	0	0	0	0	0	0	0	0		
Skilled crafts and trades workers		0	0	0	0	0	0	0	0	0	0	0	0		
Semi-skilled manual workers		0	0	0	0	0	0	0	0	0	0	0	0		
Other manual workers		1	0	1	0	0	0	0	0	0	0	0	0		
TOTAL NUMBER OF EMPLOYEES HIRED		9	3	6	0	0	0	1	0	1	0	0	0		



## PERMANENT PART-TIME EMPLOYEES HIRED

Form 4

Part B

[illegible]

TEMPORARY EMPLOYEES HIRED

Form 4

Part C

[illegible]

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5

Part A

[illegible]

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5

Part B

[illegible]

TEMPORARY EMPLOYEES PROMOTED

Part C

[illegible]



Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Form 6

Part A

Name of Business:		006020 FRESHWATER FISH MARK						Industrial Sector:		031 FISHING INDUSTRIES					
Location:		X National (Canada) Province/Territory (specify)						Reporting Period: 1989							
OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities					
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women			
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12			
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0			
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0			
Professionals	2	1	1	1	1	0	0	0	0	0	0	0			
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0			
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0			
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0			
Clerical workers	1	0	1	0	0	0	0	0	0	0	0	0			
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0			
Service workers	0	0	0	0	0	0	0	0	0	0	0	0			
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0			
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0			
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0			
TOTAL NUMBER OF EMPLOYEES TERMINATED	3	1	2	1	1	0	0	0	0	0	0	0			

## PERMANENT PART-TIME EMPLOYEES TERMINATED

0.45 0.3

[illegible]

TEMPORARY EMPLOYEES TERMINATED

Form 6

Part C

[illegible]

## Page 1

Name of Business:	005020 FRESHWATER FISH MARK	Industrial Sector:	031 FISHING INDUSTRIES	Reporting Period:	1989	
Location:	National (Canada)	X Province/Territory	14 MANITOBA	Designated CMA		
OCCUPATIONAL GROUPS	Top and bottom of salary range	Total Number	All Employees Men Women	Aboriginal Peoples Total Men Women	Persons with Disabilities Total Men Women	Members of Visible Minorities Total Men Women
	I Col 1	I Col 2	I Col 3 I Col 4	I Col 5 I Col 6 I Col 7	I Col 8 I Col 9 I Col 10	I Col 11 I Col 12 I Col 13
Upper-level managers	70000 and over	131	1 1			
	0	121				
	0	111				
Middle or other managers	55000	141	4 4			
	59999	131	2 2			
	30000	121	2 1 1			
	34999	111	2 1 1	1 1	1	1
Professionals	60000	141	1 1			
	64999	131	1 1			
	20000	121				
	22499	111	1 1			
Semi-professionals and technicians		141				
		131				
		121				
		111				
Supervisors		141				
		131				
		121				
		111				
Foremen/women	40000	141	3 3			
	44999	131	1 1			
	25000	121	3 3			
	27499	111	4 4			

Name of Business:		006020 FRESHWATER FISH MARK		Industrial Sector:		031 FISHING INDUSTRIES		Reporting Period:		1989				
Location:		National (Canada)		X Province/Territory		14 MANITOBA		Designated CMA						
OCCUPATIONAL GROUPS	Top and bottom of salary range	Q1	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		UI	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
		RI	Number			Number			Number			Number		
		TI	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Clerical workers	25000	14	2		2				4					
	27499	13	3		3									
	15000	12	4		4				1		1			
	17499	11	3		3				2		2			
Sales workers		14												
		13												
		12												
		11												
Service workers		14												
		13												
		12												
		11												
Skilled crafts and trades workers		14												
		13												
		12												
		11												
Semi-skilled manual workers		14												
		13												
		12												
		11												
Other manual workers	15000	14	1		1									
	17499	13												
	0	12												
	0	11												
TOTAL NUMBER OF EMPLOYEES			38	23	15	1	1		4		4			





Name of Business: 006020 FRESHWATER FISH MARK		Industrial Sector: 031 FISHING INDUSTRIES						Reporting Period: 1989							
Location: National (Canada) X Province/Territory 14 MANITOBA		Designated CMA													
OCCUPATIONAL GROUPS	Top and bottom of salary range	Q1	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
			Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	2500	14	1			1					1		1		1
	4999	13													
	0	12													
	0	11													
Sales workers		14													
		13													
		12													
		11													
Service workers		14													
		13													
		12													
		11													
Skilled crafts and trades workers		14													
		13													
		12													
		11													
Semi-skilled manual workers		14													
		13													
		12													
		11													
Other manual workers		14													
		13													
		12													
		11													
TOTAL NUMBER OF EMPLOYEES			1			1				1		1		1	



Name of Business: 006020 FRESHWATER FISH MARK		Industrial Sector: 031 FISHING INDUSTRIES		Reporting Period: 1989									
Location: National (Canada) X Province/Territory 14 MANITOBA		Designated CMA											
OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	(A)	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	(I)	Number			Number			Number			Number		
	(T)	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Clerical workers	14												
	13												
	12												
	11												
Sales workers	14												
	13												
	12												
	11												
Service workers	14												
	13												
	12												
	11												
Skilled crafts and trades workers	14												
	13												
	12												
	11												
Semi-skilled manual workers	14												
	13												
	12												
	11												
Other manual workers	40000	14	9	8	1	2	1	1	1		1		
	44999	13	91	40	51	6	3	3	4	2	2	5	3
	2500	12	98	44	54	5	2	3	1	1			
	4999	11	63	19	44	1		1				1	1
TOTAL NUMBER OF EMPLOYEES			261	111	150	14	6	8	5	3	3	6	4

## Employment and Immigration Canada

## SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A

Name of Business: 006020 FRESHWATER FISH MARKETING		Industrial Sector: 031 FISHING INDUSTRIES										
Location: National (Canada)X Province/Territory (specify) 14 MANITOBA		Reporting Period: 1989										
SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< \$10,000	0	0	0	0	0	0	0	0	0	0	0	0
\$10,000-\$14,999	0	0	0	0	0	0	0	0	0	0	0	0
\$15,000-\$17,499	3	0	3	0	0	0	2	0	2	0	0	0
\$17,500-\$19,999	4	0	4	0	0	0	1	0	1	0	0	0
\$20,000-\$22,499	5	1	4	0	0	0	0	0	0	0	0	0
\$22,500-\$24,999	1	0	1	0	0	0	0	0	0	0	0	0
\$25,000-\$27,499	3	2	1	0	0	0	0	0	0	0	0	0
\$27,500-\$29,999	2	2	0	0	0	0	0	0	0	0	0	0
\$30,000-\$34,999	5	4	1	1	1	0	1	0	1	0	0	0
\$35,000-\$39,999	2	2	0	0	0	0	0	0	0	0	0	0
\$40,000-\$49,999	6	5	1	0	0	0	0	0	0	0	0	0
\$50,000-\$69,999	6	6	0	0	0	0	0	0	0	0	0	0
\$70,000 >	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	38	23	15	1	1	0	4	0	4	0	0	0



## Employment and Immigration Canada

## SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3 Part B

Name of Business:		006020 FRESHWATER FISH MARKETING						Industrial Sector:		031 FISHING INDUSTRIES					
Location:		National (Canada)X Province/Territory (specify) 14 MANITOBA						Reporting Period:		1989					
SALARY  RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities					
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women			
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12			
< \$2,500	0	0	0	0	0	0	0	0	0	0	0	0			
\$2,500-\$4,999	1	0	1	0	0	0	1	0	1	1	0	1			
\$5,000-\$7,499	0	0	0	0	0	0	0	0	0	0	0	0			
\$7,500-\$9,999	0	0	0	0	0	0	0	0	0	0	0	0			
\$10,000-\$12,499	0	0	0	0	0	0	0	0	0	0	0	0			
\$12,500-\$14,999	0	0	0	0	0	0	0	0	0	0	0	0			
\$15,000-\$17,499	0	0	0	0	0	0	0	0	0	0	0	0			
\$17,500-\$19,999	0	0	0	0	0	0	0	0	0	0	0	0			
\$20,000-\$24,999	0	0	0	0	0	0	0	0	0	0	0	0			
\$25,000-\$29,999	0	0	0	0	0	0	0	0	0	0	0	0			
\$30,000-\$39,999	0	0	0	0	0	0	0	0	0	0	0	0			
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0	0	0	0			
> \$50,000	0	0	0	0	0	0	0	0	0	0	0	0			
TOTAL NUMBER OF EMPLOYEES	1	0	1	0	0	0	1	0	1	1	0	1			

## Employment and Immigration Canada

## SALARY SUMMARY: TEMPORARY EMPLOYEES

Form 3

Part C

Name of Business:		006020 FRESHWATER FISH MARKETING						Industrial Sector:		031 FISHING INDUSTRIES					
Location:		National (Canada)X Province/Territory (specify) 14 MANITOBA						Reporting Period:		1989					
SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities					
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women			
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12			
< \$2,500	0	0	0	0	0	0	0	0	0	0	0	0			
\$2,500-\$4,999	17	4	13	0	0	0	0	0	0	1	1	0			
\$5,000-\$7,499	15	4	11	0	0	0	0	0	0	0	0	0			
\$7,500-\$9,999	19	3	16	1	0	1	0	0	0	0	0	0			
\$10,000-\$12,499	13	9	4	0	0	0	0	0	0	0	0	0			
\$12,500-\$14,999	23	8	15	0	0	0	0	0	0	0	0	0			
\$15,000-\$17,499	14	7	7	0	0	0	0	0	0	0	0	0			
\$17,500-\$19,999	28	12	16	1	0	1	0	0	0	0	0	0			
\$20,000-\$24,999	84	40	44	8	5	3	3	2	1	1	1	0			
\$25,000-\$29,999	36	15	21	2	0	2	2	1	1	4	2	2			
\$30,000-\$39,999	11	8	3	2	1	1	1	0	1	0	0	0			
\$40,000-\$49,999	1	1	0	0	0	0	0	0	0	0	0	0			
> \$50,000	0	0	0	0	0	0	0	0	0	0	0	0			
TOTAL NUMBER OF EMPLOYEES	261	111	150	14	6	8	6	3	3	6	4	2			

## Employment and Immigration Canada

## PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4 Part A

Name of Business:		006020 FRESHWATER FISH MARK						Industrial Sector:		031 FISHING INDUSTRIES					
Location:		National (Canada) X Province/Territory (specify) 14 MANITOBA						Reporting Period: 1989							
OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities					
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women			
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12			
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0			
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0			
Professionals	2	2	0	0	0	0	0	0	0	0	0	0			
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0			
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0			
Foremen/women	1	1	0	0	0	0	0	0	0	0	0	0			
Clerical workers	5	0	5	0	0	0	1	0	1	0	0	0			
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0			
Service workers	0	0	0	0	0	0	0	0	0	0	0	0			
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0			
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0			
Other manual workers	1	0	1	0	0	0	0	0	0	0	0	0			
TOTAL NUMBER OF EMPLOYEES HIRED	9	3	6	0	0	0	1	0	1	0	0	0			

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Form 6

Part A

Name of Business: 006020 FRESHWATER FISH MARK													Industrial Sector: 031 FISHING INDUSTRIES		
Location: National (Canada) X Province/Territory (specify) 14 MANITOBA													Reporting Period: 1989		
OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities					
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women			
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12			
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0			
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0			
Professionals	2	1	1	1	1	0	0	0	0	0	0	0			
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0			
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0			
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0			
Clerical workers	1	0	1	0	0	0	0	0	0	0	0	0			
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0			
Service workers	0	0	0	0	0	0	0	0	0	0	0	0			
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0			
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0			
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0			
TOTAL NUMBER OF EMPLOYEES TERMINATED	3	1	2	1	1	0	0	0	0	0	0	0			









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**EMPLOYMENT EQUITY ACT**  
**1990: ANNUAL REPORT**  
**FOR THE YEAR ENDING DECEMBER 1989**

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**LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI**  
**1990: RAPPORT ANNUEL**  
**POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989**



**GREY GOOSE BUS LINES**  
**(MANITOBA) LTD.**

6023

Canada

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Ottawa (Canada) K1A 0S9

IDENTIFICATION		FULL LEGAL NAME GREY GOOSE CORPORATION LIMITED		COMMON OR BUSINESS NAME GREY GOOSE CORPORATION LIMITED	
ADDRESS		ADDRESS OF PRINCIPAL PLACE OF BUSINESS 301 BURNELL STREET WINNIPEG, MANITOBA		MAILING ADDRESS 301 BURNELL STREET WINNIPEG, MANITOBA, R3G 3M6	
OFFICERS		NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER DAVE RUDY		NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY DAVE RUDY/B. MISRA	
POSITION		POSITION TITLE CONTROLLER		POSITION TITLE CONTROLLER/ASSIS. CONTROLLER	
		INDUSTRIAL SECTOR 1		AREA CODE 204	
		PUBLIC PASSENGER TRANSIT		TELEPHONE NUMBER 786 - 8891	
INDUSTRIAL		INDUSTRIAL SECTOR 2		DESIGNATED CMAS	
		INDUSTRIAL SECTOR 3		CALGARY 0	
		INDUSTRIAL SECTOR 4		EDMONTON 0	
				HALIFAX 0	
				MONTREAL 0	
				REGINA 0	
				TORONTO 0	
				VANCOUVER 0	
				WINNIPEG 222	
				ONT. 4	
				QUE. 0	
				N.S. 0	
				N.B. 0	
				MAN. 237	
				B.C. 0	
				P.E.I. 0	
				SASK. 0	
				ALTA. 0	
				NFLD 0	
				YUK. 0	
				N.W.T. 0	
EMPLOYMENT STATUS CATEGORIES		NUMBER OF PERMANENT FULL-TIME EMPLOYEES 205		TOTAL EMPLOYEES IN CANADA 263	
		NUMBER OF PERMANENT PART-TIME EMPLOYEES 53			
		NUMBER OF TEMPORARY EMPLOYEES 0			
CERTIFICATION OF ACCURACY		I, (Name) (Name of Employer) HEREBY CERTIFY ON BEHALF OF THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.			
DATE		July 12/90		SIGNATURE	

CORPORATE SEAL



EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

FORM 1

IDENTIFICATION		FULL LEGAL NAME GREY GOOSE CORPORATION LIMITED		COMMON OR BUSINESS NAME GREY GOOSE CORPORATION LIMITED 0/A Grey Goose Bus Lines	
ADDRESS 301 BURNELL STREET WINNIPEG, MANITOBA		ADDRESS OF PRINCIPAL PLACE OF BUSINESS 301 BURNELL STREET WINNIPEG, MANITOBA, R3G 3M6		MAILING ADDRESS 301 BURNELL STREET WINNIPEG, MANITOBA, R3G 3M6	
OFFICERS BERNARD M. THIESSEN		NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER BERNARD M. THIESSEN		NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY DAVE RUDY/B. MISRA	
POSITION PRESIDENT		POSITION TITLE PRESIDENT		POSITION TITLE CONTROLLER/ASSIS. CONTROLLER	
		INDUSTRIAL SECTOR 1 PUBLIC PASSENGER TRANSIT		AREA CODE TELEPHONE NUMBER 204   786 - 8891	
INDUSTRIAL		NO. OF EMPLOYEES 263		DESIGNATED CHAS	
INDUSTRIAL SECTOR 2		NO. OF EMPLOYEES 0		PROVINCES/TERRITORIES	
INDUSTRIAL SECTOR 3		NO. OF EMPLOYEES 0		ONT. 4	
INDUSTRIAL SECTOR 4		NO. OF EMPLOYEES 0		QUE. 0	
SECTOR(S)				N.S. 0	
				M.B. 0	
				MAN. 259	
				B.C. 0	
				P.E.I. 0	
				SASK. 0	
				ALTA. 0	
				MFLD 0	
				YKN 0	
				N.W.T. 0	
EMPLOYMENT STATUS CATEGORIES		NUMBER OF PERMANENT FULL-TIME EMPLOYEES 205		TOTAL EMPLOYEES IN CANADA 263	
		NUMBER OF PERMANENT PART-TIME EMPLOYEES 53			
		NUMBER OF TEMPORARY EMPLOYEES 0			

CERTIFICATION		I, (Name) Bernard M. Thiesen (Name of Employer) Grey Goose Corporation Limited HEREBY CERTIFY ON BEHALF OF THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.	
OF			
ACCURACY		SIGNATURE <i>B. Thiesen</i>	
		DATE May 31, 1990	
		CORPORATE SEAL	



Name of Business: 1521 GREY GOOSE CORPORATION Industrial Sector: 457 PUBLIC PASSENGER TRANSPORT Reporting Period: 1989

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	25000 27499 10000 12499	4 3 21 1	3 4 2 2	3 4 19 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 2 1 1	1 1 1 1	1 2 1 1
Sales workers	15000 17499 12500 14999	4 3 1 1	3 1 1 1	3 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1
Service workers		4 3 2 1	4 3 2 1	4 3 2 1	4 3 2 1	4 3 2 1	4 3 2 1	4 3 2 1	4 3 2 1	4 3 2 1	4 3 2 1	4 3 2 1	4 3 2 1
Skilled crafts and trades workers	30000 34999 13000 17499	4 3 2 1	7 4 2 7	7 4 2 7	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	2 1 1 1	2 1 1 1	1 1 1 1
Semi-skilled manual workers	40000 44999 10000 12499	4 2 2 1	21 54 22 3	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 2 1 1	1 2 1 1	1 2 1 1
Other manual workers	30000 34999 10000 12499	4 3 2 1	1 4 1 13	1 3 8 10	1 3 3 1	1 3 3 1	1 3 3 1	1 3 3 1	1 3 3 1	1 3 3 1	1 3 3 1	1 3 3 1	1 3 3 1
TOTAL NUMBER OF EMPLOYEES		205	156	49	7	6	1	1	1	1	11	7	4









Employment and Immigration Canada

Form 3 Part A

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

457 PUBLIC PASSENGER TRANSIT

1521 GREY GOOSE CORPORATION LI

Name of Business:

Reporting Period: 1989

Location: X National (Canada) Province/Territory (Specify)

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total		Men	Total		Men	Total		Men	Total		Men
	Col. 1	Col. 2		Col. 4	Col. 5		Col. 6	Col. 7		Col. 9	Col. 10	
( \$10,000	0	0	0	0	0	0	0	0	0	0	0	0
\$10,000-\$14,999	40	12	28	2	2	1	0	1	1	0	3	0
\$15,000-\$17,499	19	9	10	3	2	1	1	0	0	0	0	0
\$17,500-\$19,999	15	10	5	1	1	0	0	0	0	0	1	0
\$20,000-\$22,499	12	9	3	0	0	0	0	0	0	0	0	0
\$22,500-\$24,999	12	12	0	0	0	0	0	0	0	0	0	0
\$25,000-\$27,499	17	15	2	0	0	0	0	0	0	0	2	0
\$27,500-\$29,999	15	15	0	0	0	0	0	0	0	0	2	0
\$30,000-\$34,999	27	27	0	1	1	0	0	0	0	0	1	0
\$35,000-\$39,999	36	35	1	0	0	0	0	0	0	0	2	0
\$40,000-\$49,999	10	10	0	0	0	0	0	0	0	0	0	0
\$50,000-\$69,999	1	1	0	0	0	0	0	0	0	0	0	0
\$70,000 )	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	205	156	49	7	6	1	1	1	1	0	11	7

Can a new generation of management part-time employees

197 PUBLIC RELATIONS TRAINING

1521 GREY GULLS CORPORATION LTD

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Received: 1989

X National (Canada): Province/Territory (specify)

SALARY RANGES	All Employees				Abo-Original Peoples				Persons with Disabilities				Members of Visible Minorities			
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12					
( \$2,500	7	5	2	0	0	0	0	0	0	0	0	0	0	0	0	
\$2,500-\$4,999	3	6	2	0	0	0	0	0	0	2	2	0	0	0	0	
\$5,000-\$7,999	13	14	2	0	0	0	0	0	0	3	2	1	0	0	0	
\$7,500-\$9,999	6	4	2	1	0	1	0	0	0	1	1	0	0	0	0	
\$10,000-\$12,499	5	3	2	0	0	0	0	0	0	2	1	1	0	0	0	
\$12,500-\$14,999	5	3	2	0	0	0	0	0	0	1	0	1	0	0	0	
\$15,000-\$17,499	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
\$17,500-\$19,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
\$20,000-\$24,999	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	
\$25,000-\$29,999	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
\$30,000-\$39,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
\$50,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES	53	41	12	1	0	1	0	0	0	9	7	2	0	0	0	

Employment and Immigration Canada

Form 1 Part A

PERMANENT FULL-TIME EMPLOYEES HIRED

Name of Business: 1521 GREY GOOSE CORPORATI : Industrial Sector: 457 PUBLIC ACCOMMODATION

Location: X National (Canada) Province/Territory (Specify) : Reporting Period: 1999

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	1	1	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	1	0	1	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	15	3	12	1	1	0	2	2	0	0	0	0
Sales workers	4	0	4	1	0	1	0	0	0	1	0	1
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	8	8	0	0	0	0	1	1	0	0	0	0
Semi-skilled manual workers	8	8	0	0	0	0	0	0	0	0	0	0
Other manual workers	11	9	2	2	2	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	48	29	19	4	3	1	3	3	0	1	0	1

Employment and Immigration Canada

Form 1 Part B

PERMANENT PART-TIME EMPLOYEES HIRED

457 PUBLIC PASSENGER FRA

Name of Business: 1521 GREY GOOSE CORPORATION

Location: X National (Canada) Province/Territory (Specify)

Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	2	0	2	0	0	0	0	0	0	0	0	0
Sales workers	1	0	1	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	19	18	1	0	0	0	0	0	0	0	0	0
Other manual workers	29	19	10	1	0	1	0	0	0	1	1	0
TOTAL NUMBER OF EMPLOYEES HIRED	51	37	14	1	0	1	0	0	0	1	1	0



NAME OF BUSINESS:	1521	GREY GOOSE CORPORATION	! Industrial Sector:	457	0001 TO	PASSENGER TRANSPORT

Location:	X National (Canada)	Province/Territory (specify)	! Reporting Period: 1999

**Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)**

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## Employment and Immigration Canada

Form 6 Part A

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Name of Business: 4524 ORCA COOCC CORPORATION : Industrial Sector: 457 PUBLIC PASSENGER TRANSPORT

Location: X National (Canada) Province/Territory (Specify): : Reporting Period: 1999

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	1	1	0	0	0	0	0	0	0	0	0	0
Middle or other managers	1	1	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	1	1	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	14	1	13	0	0	0	1	1	0	1	0	1
Sales workers	1	0	1	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	7	7	0	0	0	0	1	1	0	1	1	0
Semi-skilled manual workers	9	8	0	0	0	0	0	0	0	0	0	0
Other manual workers	3	2	1	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	35	21	15	0	0	0	2	2	0	2	1	1

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Name of Business: 1521 GREY GOOSE CORPORATION Industrial Sector: 457 PUBLIC PASSENGER TRANSIT Reporting Period: 1989

Location: National (Canada) X Province/Territory 14 MANITOBA Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9
Upper-level managers	70000 and over	1	1						
	22500	1	1						
	24999	1	1						
Middle or other managers	40000	1	1						
	44999	3	3						
	49999	1	1						
	20000	1	1						
	22499	1	1						
Professionals	43000	1	1						
	49999	3							
	27500	1	1						
	29999	1	1						
Semi-professionals and technicians	22500	1	1						
	24999	3							
	0	2							
	0	1							
Supervisors	30000	4	1	1					
	34999	3	3						
	15000	2							
	17499	1	1	2					
Foremen/women	45000	4	1	1					
	49999	3	1						
	30000	2							
	34999	1	1						

Name of business: 1521 GREY GOOSE CORPORATI | Industrial Sector: 457 PUBLIC PASSENGER TRANSIT | Reporting Period: 1989

Location: National (Canada) X Province/Territory 14 MANITOBA Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	25000 27499 10000 12499	4 3 21 1	3 2 19 1	3 4 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1
Sales workers	15000 17499 12500 14999	4 3 2 1	3 2 1 1	3 4 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1
Service workers		4 3 2 1	4 3 2 1	4 3 2 1	4 3 2 1	4 3 2 1	4 3 2 1	4 3 2 1	4 3 2 1	4 3 2 1	4 3 2 1	4 3 2 1	4 3 2 1
Skilled crafts and trades workers	30000 34999 15000 17499	4 3 2 1	7 4 2 1	7 4 2 1	7 4 2 1	7 4 2 1	7 4 2 1	7 4 2 1	7 4 2 1	7 4 2 1	7 4 2 1	7 4 2 1	7 4 2 1
Semi-skilled manual workers	40000 44999 10000 12499	4 3 2 1	21 21 22 3	21 21 22 3	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1
Other manual workers	30000 34999 10000 12499	4 3 2 1	1 3 8 10	1 3 8 10	1 3 3 3	1 3 3 3	1 3 3 3	1 3 3 3	1 3 3 3	1 3 3 3	1 3 3 3	1 3 3 3	1 3 3 3
TOTAL NUMBER OF EMPLOYEES		202	153	49	7	6	1	1	1	1	1	1	4









# Employment and Immigration Canada

Form 3 Part A

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Industrial Sector: 457 PUBLIC PASSENGER TRANSIT

1521 GREY GOOSE CORPORATION LI

Name of Business:

National (Canada) X Province/Territory (specify) 14 MANITOBA

Reporting Period: 1989

Location:

SALARY RANGES	All Employees				Aboriginal Peoples				Persons with Disabilities				Members of Visible Minorities			
	Men		Women		Total		Men		Women		Total		Men		Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13	Col. 14	Col. 15	Col. 16
< \$10,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$10,000-\$14,999	40	12	28	2	2	0	1	1	0	0	0	3	0	0	0	3
\$15,000-\$17,499	19	9	10	3	2	1	0	0	0	0	0	0	0	0	0	0
\$17,500-\$19,999	15	10	5	1	1	0	0	0	0	0	0	1	0	0	0	1
\$20,000-\$22,499	12	9	3	0	0	0	0	0	0	0	0	0	0	0	0	0
\$22,500-\$24,999	12	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$25,000-\$27,499	17	15	2	0	0	0	0	0	0	0	0	0	0	2	2	0
\$27,500-\$29,999	15	15	0	0	0	0	0	0	0	0	0	0	0	2	2	0
\$30,000-\$34,999	25	25	0	1	1	0	0	0	0	0	0	1	1	1	1	0
\$35,000-\$39,999	35	34	1	0	0	0	0	0	0	0	0	0	0	2	2	0
\$40,000-\$49,999	10	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$50,000-\$69,999	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$70,000 )	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	202	153	49	7	6	1	1	1	1	0	11	7	7	11	7	4

Employment and Immigration Canada

Form 3 Part B

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

457 PUBLIC PASSENGER TRANSIT

1521 GREY GOOSE CORPORATION LI

Name of Business:

National (Canada)X Province/Territory (specify) 14 MANITOBA

Location:

Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1 : Col. 2 : Col. 3 : Col. 4 : Col. 5 : Col. 6 : Col. 7 : Col. 8 : Col. 9 : Col. 10 : Col. 11 : Col. 12												
< \$2,500	7	5	2	0	0	0	0	0	0	0	0	0
\$2,500-\$4,999	8	6	2	0	0	0	0	0	0	0	2	0
\$5,000-\$7,499	16	14	2	0	0	0	0	0	0	0	3	1
\$7,500-\$9,999	6	4	2	1	0	1	0	0	0	0	1	0
\$10,000-\$12,499	5	3	2	0	0	0	0	0	0	0	2	1
\$12,500-\$14,999	5	3	2	0	0	0	0	0	0	0	1	0
\$15,000-\$17,499	0	0	0	0	0	0	0	0	0	0	0	0
\$17,500-\$19,999	0	0	0	0	0	0	0	0	0	0	0	0
\$20,000-\$24,999	5	5	0	0	0	0	0	0	0	0	0	0
\$25,000-\$29,999	0	0	0	0	0	0	0	0	0	0	0	0
\$30,000-\$39,999	0	0	0	0	0	0	0	0	0	0	0	0
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0	0	0	0
> \$50,000	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	52	40	12	1	0	1	0	0	0	9	6	3

Employment and Immigration Canada

Form 1 Part A

PERMANENT FULL-TIME EMPLOYEES HIRED

Name of Business: 1201 GREY GOOSE CORPORATION : Industrial Sector: 457 PUBLIC PASSENGER TRA

Location: National (Canada) X Province/Territory (Specify) 14 MANITOBA : Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	1	1	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	1	0	1	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	15	3	12	1	1	0	2	2	0	0	0	0
Sales workers	4	0	4	1	0	1	0	0	0	1	0	1
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	8	8	0	0	0	0	1	1	0	0	0	0
Semi-skilled manual workers	8	8	0	0	0	0	0	0	0	0	0	0
Other manual workers	11	9	2	2	2	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	48	29	19	4	3	1	3	3	0	1	0	1



## Employment and Immigration Canada

Form 4

Part 8

Name of Business:

1521 GREY GOOSE CORPORATI

PERMANENT PART-TIME EMPLOYEES HIRED

Industrial Sector: 457 PUBLIC PASSENGER TRA

Location:

National (Canada) X Province/Territory (specify) 14 MANITOBA

Reporting Period: 1989

## OCCUPATIONAL

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	2	0	2	0	0	0	0	0	0	0	0	0
Sales workers	1	0	1	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	18	17	1	0	0	0	0	0	0	0	0	0
Other manual workers	29	19	10	1	0	1	0	0	0	1	1	0
TOTAL NUMBER OF EMPLOYEES HIRED	50	36	14	1	0	1	0	0	0	1	1	0



43

COLONIAL POLITICAL AND ECONOMIC DEVELOPMENT

01-4-1995 1504 ONLY CUSSE COMPANY

	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100	101	102	103	104	105	106	107	108	109	110	111	112	113	114	115	116	117	118	119	120	121	122	123	124	125	126	127	128	129	130	131	132	133	134	135	136	137	138	139	140	141	142	143	144	145	146	147	148	149	150	151	152	153	154	155	156	157	158	159	160	161	162	163	164	165	166	167	168	169	170	171	172	173	174	175	176	177	178	179	180	181	182	183	184	185	186	187	188	189	190	191	192	193	194	195	196	197	198	199	200	201	202	203	204	205	206	207	208	209	210	211	212	213	214	215	216	217	218	219	220	221	222	223	224	225	226	227	228	229	230	231	232	233	234	235	236	237	238	239	240	241	242	243	244	245	246	247	248	249	250	251	252	253	254	255	256	257	258	259	260	261	262	263	264	265	266	267	268	269	270	271	272	273	274	275	276	277	278	279	280	281	282	283	284	285	286	287	288	289	290	291	292	293	294	295	296	297	298	299	300	301	302	303	304	305	306	307	308	309	310	311	312	313	314	315	316	317	318	319	320	321	322	323	324	325	326	327	328	329	330	331	332	333	334	335	336	337	338	339	340	341	342	343	344	345	346	347	348	349	350	351	352	353	354	355	356	357	358	359	360	361	362	363	364	365	366	367	368	369	370	371	372	373	374	375	376	377	378	379	380	381	382	383	384	385	386	387	388	389	390	391	392	393	394	395	396	397	398	399	400	401	402	403	404	405	406	407	408	409	410	411	412	413	414	415	416	417	418	419	420	421	422	423	424	425	426	427	428	429	430	431	432	433	434	435	436	437	438	439	440	441	442	443	444	445	446	447	448	449	450	451	452	453	454	455	456	457	458	459	460	461	462	463	464	465	466	467	468	469	470	471	472	473	474	475	476	477	478	479	480	481	482	483	484	485	486	487	488	489	490	491	492	493	494	495	496	497	498	499	500	501	502	503	504	505	506	507	508	509	510	511	512	513	514	515	516	517	518	519	520	521	522	523</
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### Location:

National (Canada) X Province/Territory (Specify)

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which they have been last promoted)

[illegible]

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Location	National (Canada)	X Province/Territory (specify)	% wastewater	Reporting Period: 2000-2001
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Employees promoted (Employees promoted during the year are to be reported only in the occupational group; Employees promoted during the year have been last promoted)

[illegible]



Name of Business: 4524 GREY GOOSE CORPORATION		Industrial Sector: 452 PUBLIC PASSENGER TRANSPORT										
Location: National (Canada) X Province/Territory (Specify) 14 MANITOBA		Reporting Period: 1989										
OCCUPATIONAL GROUPS	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities					
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women			
Upper-level managers	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	1	0	1	0	0	0	0	0	0	0	0	0
Sales workers	1	0	1	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	4	5	1	0	0	0	0	0	0	0	0	0
Other manual workers	40	30	10	0	0	0	0	0	0	2	2	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	48	35	13	0	0	0	0	0	0	2	2	0



1989

Reporting Period:

457 PUBLIC PASSENGER TRANSIT

Industrial Sector:

1521 GREY GOOSE CORPORATI

Name of Business:

X Designated CMA 08 WINNIPEG

Province/Territory

National (Canada)

Location:

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
		Total Number	Men	Total Number	Men	Total Number	Men	Total Number	Men
		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9
	70000 and over	1	1						
	22500	1	1						
	24999	1	1						
	40000	1	1						
	44999	2	2						
	25000	1	1						
	27499	1	1						
	45000	1	1						
	49999	3	3						
	27500	2	2						
	29999	1	1						
	22500	1	1						
	24999	1	1						
	0	1	1						
	0	1	1						
	30000	4	1						
	34999	3	2						
	15000	2	1						
	17499	3	1						
	45000	4	1						
	49999	3	1						
	30000	2	1						
	34999	1	1						



Name of Business: 1521 GREY GOOSE CORPORATI Industrial Sector: 457 PUBLIC PASSENGER TRANSIT Reporting Period: 1989

Location: National (Canada) Province/Territory X Designated CMA 08 WINNIPEG

OCCUPATIONAL GROUPS	Top and bottom of salary range: U	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	25000 27499 30000 32499	4 3 2 1	3 4 6 21	3 2 2 19	3 4 4 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 2 2 2	1 1 1 1	1 1 1 1
Sales workers	15000 17499 19999 22499	4 3 2 1	3 1 1 1	3 1 1 1	3 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1
Service workers		4 3 2 1	4 3 2 1	4 3 2 1	4 3 2 1	4 3 2 1	4 3 2 1	4 3 2 1	4 3 2 1	4 3 2 1	4 3 2 1	4 3 2 1	4 3 2 1
Skilled crafts and trades workers	30000 34999 39999 44999	4 3 2 1	6 2 1 7	6 2 1 7	6 2 1 7	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1	2 1 1 1	2 1 1 1	2 1 1 1
Semi-skilled manual workers	40000 44999 49999 54999	4 3 2 1	21 30 20 4	21 30 20 4	21 30 20 4	4 3 2 1	4 3 2 1	4 3 2 1	4 3 2 1	4 3 2 1	1 2 1 1	1 2 1 1	1 2 1 1
Other manual workers	30000 34999 39999 44999	4 3 2 1	1 4 11 12	1 4 8 7	1 4 3 3	1 1 3 3	1 1 3 3	1 1 3 3	1 1 3 3	1 1 3 3	1 1 3 3	1 1 3 3	1 1 3 3
TOTAL NUMBER OF EMPLOYEES		179	131	48	5	4	1	1	1	1	11	7	4













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## **EMPLOYMENT EQUITY ACT**

1990: ANNUAL REPORT  
FOR THE YEAR ENDING DECEMBER 1989

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## **LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI**

1990: RAPPORT ANNUEL  
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



**IMPERIAL ROADWAYS LTD.  
IMPERIAL ROADWAYS LTÉE.**

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Canada

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## SCHEDULE II / ANNEXE II

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY  
EQUITE EN MATIERE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDEForm  
Formulaire 1

1	NAME OF EMPLOYER NOM DE L'EMPLOYEUR	2	FULL LEGAL NAME NOM LEGAL AU COMPLET	3	COMMON OR BUSINESS NAME NOM USUEL OU RAISON SOCIALE	4	MAILING ADDRESS ADRESSE POSTALE	5	TELEPHONE NUMBER NOMBRÉ DE TÉLÉPHONE
1	IMPERIAL ROADWAYS LTD.	2	IMPERIAL ROADWAYS LTD.	3	IMPERIAL ROADWAYS LTD.	4	2201 Logan Avenue, Winnipeg Manitoba R2R 0J3	5	694-0067
6	INDUSTRIAL SECTION 1 - BRANCHE D'ACTIVITÉ 1	7	INDUSTRIAL SECTION 2 - BRANCHE D'ACTIVITÉ 2	8	INDUSTRIAL SECTION 3 - BRANCHE D'ACTIVITÉ 3	9	INDUSTRIAL SECTION 4 - BRANCHE D'ACTIVITÉ 4	10	INDUSTRIAL SECTION 5 - BRANCHE D'ACTIVITÉ 5
6	Truck Transport Industry	7		8		9		10	
11	INDUSTRIAL SECTION 1 - BRANCHE D'ACTIVITÉ 1	12	INDUSTRIAL SECTION 2 - BRANCHE D'ACTIVITÉ 2	13	INDUSTRIAL SECTION 3 - BRANCHE D'ACTIVITÉ 3	14	INDUSTRIAL SECTION 4 - BRANCHE D'ACTIVITÉ 4	15	INDUSTRIAL SECTION 5 - BRANCHE D'ACTIVITÉ 5
11		12		13		14		15	
16	INDUSTRIAL SECTION 1 - BRANCHE D'ACTIVITÉ 1	17	INDUSTRIAL SECTION 2 - BRANCHE D'ACTIVITÉ 2	18	INDUSTRIAL SECTION 3 - BRANCHE D'ACTIVITÉ 3	19	INDUSTRIAL SECTION 4 - BRANCHE D'ACTIVITÉ 4	20	INDUSTRIAL SECTION 5 - BRANCHE D'ACTIVITÉ 5
16		17		18		19		20	
21	EMPLOYMENT STATUS CATEGORIES	22	EMPLOYMENT STATUS CATEGORIES	23	EMPLOYMENT STATUS CATEGORIES	24	EMPLOYMENT STATUS CATEGORIES	25	EMPLOYMENT STATUS CATEGORIES
21		22		23		24		25	
26	CERTIFICATION OF ACCURACY	27	CERTIFICATION OF ACCURACY	28	CERTIFICATION OF ACCURACY	29	CERTIFICATION OF ACCURACY	30	CERTIFICATION OF ACCURACY
26		27		28		29		30	
31	ATTESTATION D'EXACTITUDE	32	ATTESTATION D'EXACTITUDE	33	ATTESTATION D'EXACTITUDE	34	ATTESTATION D'EXACTITUDE	35	ATTESTATION D'EXACTITUDE
31		32		33		34		35	

1. NAME OF EMPLOYER: IMPERIAL ROADWAYS LTD.

2. FULL LEGAL NAME: IMPERIAL ROADWAYS LTD.

3. COMMON OR BUSINESS NAME: IMPERIAL ROADWAYS LTD.

4. MAILING ADDRESS: 2201 Logan Avenue, Winnipeg Manitoba R2R 0J3

5. TELEPHONE NUMBER: 694-0067

6. INDUSTRIAL SECTION 1 - BRANCHE D'ACTIVITÉ 1: Truck Transport Industry

7. INDUSTRIAL SECTION 2 - BRANCHE D'ACTIVITÉ 2:

8. INDUSTRIAL SECTION 3 - BRANCHE D'ACTIVITÉ 3:

9. INDUSTRIAL SECTION 4 - BRANCHE D'ACTIVITÉ 4:

10. INDUSTRIAL SECTION 5 - BRANCHE D'ACTIVITÉ 5:

11. INDUSTRIAL SECTION 1 - BRANCHE D'ACTIVITÉ 1:

12. INDUSTRIAL SECTION 2 - BRANCHE D'ACTIVITÉ 2:

13. INDUSTRIAL SECTION 3 - BRANCHE D'ACTIVITÉ 3:

14. INDUSTRIAL SECTION 4 - BRANCHE D'ACTIVITÉ 4:

15. INDUSTRIAL SECTION 5 - BRANCHE D'ACTIVITÉ 5:

16. INDUSTRIAL SECTION 1 - BRANCHE D'ACTIVITÉ 1:

17. INDUSTRIAL SECTION 2 - BRANCHE D'ACTIVITÉ 2:

18. INDUSTRIAL SECTION 3 - BRANCHE D'ACTIVITÉ 3:

19. INDUSTRIAL SECTION 4 - BRANCHE D'ACTIVITÉ 4:

20. INDUSTRIAL SECTION 5 - BRANCHE D'ACTIVITÉ 5:

21. EMPLOYMENT STATUS CATEGORIES:

22. EMPLOYMENT STATUS CATEGORIES:

23. EMPLOYMENT STATUS CATEGORIES:

24. EMPLOYMENT STATUS CATEGORIES:

25. EMPLOYMENT STATUS CATEGORIES:

26. CERTIFICATION OF ACCURACY:

27. CERTIFICATION OF ACCURACY:

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29. CERTIFICATION OF ACCURACY:

30. CERTIFICATION OF ACCURACY:

31. ATTESTATION D'EXACTITUDE:

32. ATTESTATION D'EXACTITUDE:

33. ATTESTATION D'EXACTITUDE:

34. ATTESTATION D'EXACTITUDE:

35. ATTESTATION D'EXACTITUDE:

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS.  
NOTA: VÉRIFIER LES INSTRUCTIONS POUR COMPLETER TOUS LES FORMULAIRES.

1 MP-184 (12-84)

Canada



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Immigration Canada

**SCHEDULE II / ANNEXE II**  
(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

**EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY**  
**ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE**

Form  
Formulaire 1

FULL LEGAL NAME - NOM LÉGALE AU COMPLET (1) Imperial Roadways Ltd.		MAILING ADDRESS - ADRESSE POSTALE (2) 2201 Logan Avenue, Winnipeg Manitoba R2R 0J3	
ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE (3) 2201 Logan Avenue, Winnipeg Manitoba R2R 0J3		NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI (4) Mr. Danny Hochman	
OFFICERS - AGENTS (5) Mr. Marvin Kravetsky		POSITION TITLE - TITRE OU FONCTION (6) Chief Executive Officer	
INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1 (10) Truck Transport Industry		NO. OF EMPLOYEES - NOMBRE DE SALARIÉS (11) 321	
INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2 (11)		NO. OF EMPLOYEES - NOMBRE DE SALARIÉS (12)	
INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 (12)		NO. OF EMPLOYEES - NOMBRE DE SALARIÉS (13)	
INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 (13)		NO. OF EMPLOYEES - NOMBRE DE SALARIÉS (14)	
NUMBER OF PERMANENT FULL-TIME EMPLOYEES - NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN (15) 321		NUMBER OF TEMPORARY EMPLOYEES - NOMBRE DE SALARIÉS TEMPORAIRES (16) N/A	
EMPLOYMENT STATUS CATEGORIES - CATÉGORIES DE SALARIÉS (17) 321		EMPLOYMENT STATUS CATEGORIES - CATÉGORIES DE SALARIÉS (18) N/A	
CERTIFICATION OF ACCURACY (19) Marvin Kravetsky		CERTIFICATION OF ACCURACY (20) Imperial Roadways Ltd.	
ATTESTATION D'EXACTITUDE (21)		ATTESTATION D'EXACTITUDE (22)	

GEOGRAPHICAL AREAS (INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)		SECTEURS GÉOGRAPHIQUES (INDIQUEZ LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)	
CALGARY	31	CALGARY	31
EDMONTON	26	EDMONTON	31
HALIFAX	---	HALIFAX	---
MONTREAL	31	MONTREAL	111
REGINA	---	REGINA	34
TORONTO	74	TORONTO	---
VANCOUVER	34	VANCOUVER	62
WINNIPEG	111	WINNIPEG	---
TOTAL EMPLOYEES IN CANADA - NOMBRE TOTAL DE SALARIÉS AU CANADA	321	TOTAL EMPLOYEES IN CANADA - NOMBRE TOTAL DE SALARIÉS AU CANADA	321

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS.  
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES.

DATE - DATE: May 29, 1990

SIGNATURE - SIGNATURE: \_\_\_\_\_

1400 (04/03/90)



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Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions  
NOTA: Voir instructions

form  
Formulaire 2 Part A  
Partie A Page 1

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*  
CATEGORIES PROFESSIONNELLES: SALAIRES PERMANENTS A TEMPS PLEIN\*

Name of Business: \*  
Nom de l'entreprise: Imperial Roadways Ltd.

Industrial Sector:  
Branche d'activité: Truck Transport Industry

Reporting Period:  
Période de rapport: 1989

Location: Endroit	<input checked="" type="checkbox"/> National (Canada) National (Canada)	<input type="checkbox"/> Province / Territory (specify) Province / Territoire (préciser)	<input type="checkbox"/> Designated CMA (specify) RMR désignée (préciser)															
	Top and bottom of salary range Minimum et maximum de rémunération	Quarterly Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles						
Occupational Groups Catégories professionnelles	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13					
Upper-level managers Cadres supérieurs	70,000 and over	4	1	1	1													
		3																
		2						1										
Middle or other managers Cadres intermédiaires et autres cadres	55,000	4	2	2														
	59,999	3	3	3	1													
	30,000	2	2	2	1													
Professionals Professionnels	34,999	1	4	3														
		4																
		3																
Semi-professionals and technicians Semi-professionnels et techniciens		2																
		1																
		4																
Supervisors Surveillants	45,000	4	1	1	1													
	49,999	3	2	2	2													
	27,500	2	2	2	1													
Foremen/women Contramaîtres	29,999	1	7	3	4													
		4																
		3																
		2																
		1																

\* Use separate Parts for permanent part-time and temporary employees  
\* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

1 refers to the lowest salary quarter, 4 refers to the highest salary quarter /  
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé



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Form  
Formulaire

2

Part A  
Partie A

Page 2

NOTE: See instructions  
NOTA: Voir instructions

Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et Minimum l'échelle de remunération	Quart Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers Employés de bureau	35,000	4	7	5	2				1	-	1	1	1	-
	39,999	3	18	15	3	1	1	-	1	1	1	1	1	-
	10,000	2	30	13	17	2	2	-	3	2	1	6	5	1
	12,499	2	17	5	12	1	-	1	2	-	2	-	-	-
Sales workers Employés du secteur de la vente	60,000	4	1	1	-									
	64,999	3	-	-	-									
	20,000	2	5	5	-									
	22,499	1	4	4	-									
Service workers Employés du secteur des services		4												
		3												
		2												
		1												
Skilled crafts and trades workers Travailleurs qualifiés et artisans		4												
		3												
		2												
		1												
Semi skilled manual workers Travailleurs manuels spécialisés	35,000	4	56	56	-				3	3	-	1	1	-
	39,999	3	68	68	-	5		-	1	1	-	1	1	-
	20,000	2	23	23	-									
	22,499	1	10	10	-									
Other manual workers Autres travailleurs manuels	30,000	4	39	39	-				1	1	-	3	3	-
	34,999	3	10	10	-									
	15,000	2	8	8	-				1	1	-			
	17,499	1	2	2	-	1	1	-				1	1	-
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS			321	281	40	10	9	1	14	10	4	13	12	1

1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/  
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

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Canada



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions  
NOTA: Voir instructionsSALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES\*  
PROFIL SALARIAL: SALAIRES PERMANENTS A TEMPS PLEIN\*Form  
Formulaire 3  
Part A  
Partie A

Name of Business: Nom de l'entreprise:		Imperial Roadways Ltd.										Industrial Sector: Branche d'activité:		Truck Transport Industry		Reporting Period: Période de rapport:		19 89	
Location-Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input type="checkbox"/> Province / Territory (specify) Province / territoire (préciser)															
SALARY RANGES ECHELLES DE REMUNERATION	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles									
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes				
Under Moins de \$10,000																			
\$10,000 - \$14,999	4	3	1																
\$15,000 - \$17,499	13	4	9	2	1	1	2	-	2	1	1	-	1	1	-				
\$17,500 - \$19,999	12	2	10										2	1	1				
\$20,000 - \$22,499	22	15	7	2	2	-				2	2	-							
\$22,500 - \$24,999	14	12	2				4	3	1	2	2	-							
\$25,000 - \$27,499	21	18	3				1	1	-										
\$27,500 - \$29,999	36	35	1	1	1	-	1	1	-	2	2	-							
\$30,000 - \$34,999	174	168	6	5	5	-	5	4	1	4	4	-							
\$35,000 - \$39,999	13	12	1																
\$40,000 - \$49,999	7	7	-																
\$50,000 - \$69,999	3	3	-																
\$70,000 and over et plus	2	2	-				1	1	-										
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	321	281	40	10	9	1	14	10	4	13	12	1							

\* Use separate parts for permanent part-time and temporary employees

\* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

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Canada



NOTE: See instructions  
NOTA: Voir instructions

**PERMANENT FULL-TIME EMPLOYEES HIRED\*  
RECRUTEMENTS: SALARIES PERMANENTS A TEMPS PLEIN\***

Imperial Roadways Ltd.		Industrial Sector: Branche d'activité:		Truck Transport Industry									
Location-Endroit		Province/Territory (specify) Province/Territoire (préciser)		Reporting Period: Période de rapport: 19 89									
<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input type="checkbox"/> All Employees Tous les salariés		<input type="checkbox"/> Aboriginal Peoples Autochtones									
Occupational Groups Catégories professionnelles		Total Number Nombre total		Total Number Nombre total		Total Number Nombre total		Total Number Nombre total					
		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper level managers Cadres supérieurs		3	3	-									
Middle or other managers Cadres intermédiaires et autres cadres													
Professionals Professionnels													
Semi-professionals and technicians Semi-professionnels et techniciens													
Supervisors Surveillants		1	1	-									
Women/women Contremaitres		1	1	-									
Clerical workers Employés de bureau		23	16	7				1	-	1	2	2	-
Sales workers Employés du secteur de la vente		3	3	-									
Service workers Employés du secteur des services													
Skilled crafts and trades workers Travailleurs qualifiés et artisans													
Semi-skilled manual workers Travailleurs manuels spécialisés		22	22	-									
Other manual workers Autres travailleurs manuels		13	13	-									
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS		66	59	7				1	-	1	2	2	-

Use separate Parts for permanent part-time and temporary employees  
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires





NOTE: See instructions  
NOTA: Voir instructions

**PERMANENT FULL-TIME EMPLOYEES PROMOTED\***  
**AVANCEMENTS: SALAIRES PERMANENTS A TEMPS PLEIN\***

Form  
Formulaire **5** Part A  
Partie A

Name of Business: Nom de l'entreprise:		Imperial Roadways Ltd.				Industrial Sector: Branché d'activité:		Truck Transport Industry				Reporting Period: Période de rapport:		19 89			
Location: Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input type="checkbox"/> Province / Territory (specify) Province / territoire (préciser)													
Occupational Groups Catégories professionnelles		Employees promoted (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ils ont été promus en dernier)										Members of Visible Minorities Membres des minorités visibles					
		All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Total Number Nombre total						
		Men Hommes		Women Femmes	Men Hommes		Women Femmes	Men Hommes		Women Femmes	Men Hommes		Women Femmes				
		Total Number Nombre total	Col 1	Col 2	Col 3	Total Number Nombre total	Col 4	Col 5	Col 6	Total Number Nombre total	Col 7	Col 8	Col 9	Total Number Nombre total	Col 10	Col 11	Col 12
Upper-level managers Cadres supérieurs		1	-	1													
Middle or other managers Cadres intermédiaires et autres cadres																	
Professionals Professionnels																	
Semi-professionals and technicians Semi-professionnels et techniciens																	
Supervisors Surveillants																	
Housewomen Couturières																	
Clerical workers Employés de bureau																	
Sales workers Employés du secteur de la vente																	
Service workers Employés du secteur des services																	
Skilled crafts and trades workers Travailleurs qualifiés et artisans																	
Semi-skilled manual workers Travailleurs manuels spécialisés																	
Other manual workers Autres travailleurs manuels																	
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALAIRES PROMUS		1	-	1													
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS		1	-	1													

Use separate Parts for permanent part-time and temporary employees  
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires





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NOTE See instructions  
NOTA Voir instructions

Name of Business  
Nom de l'entreprise:

Imperial Roadways Ltd.

**PERMANENT FULL-TIME EMPLOYEES TERMINATED\***  
**CESSEMENTS DE FONCTIONS: SALAIRES PERMANENTS A TEMPS PLEIN\***

Location Endroit	<input checked="" type="checkbox"/> National (Canada) National (Canada)		Province / Territory (specify) Province / territoire (préciser)		Industrial Sector Branche d'activité		Truck Transport Industry		Reporting Period: Période de rapport:		19 89		Members of Visible Minorities Membres des minorités visibles	
	Total Number Nombre total	Men Hommes	Women Femmes	Aboriginal Peoples Autochtones	Total Number Nombre total	Men Hommes	Women Femmes	Persons with Disabilities Personnes handicapées	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
Occupational Groups Catégories professionnelles	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12		
Upper level managers Cadres supérieurs														
Middle or other managers Cadres intermédiaires et autres cadres	4	4	-											
Professionals Professionnels														
Semi-professionals and technicians Semi-professionnels et techniciens														
Supervisors Surveillants	-	-	-											
Unskilled women Contremaîtres	1	1	-											
Clerical workers Employés de bureau	25	15	10											
Sales workers Employés du secteur de la vente	2	2	-											
Service workers Employés du secteur des services														
Skilled crafts and trades workers Travailleurs qualifiés et artisans														
Semi-skilled manual workers Travailleurs manuels spécialisés	15	15	-											
Other manual workers Autres travailleurs manuels	7	7	-											
TOTAL NUMBER OF EMPLOYEES TERMINATED TOTAL NOMBRE DE CESSATIONS DE FONCTIONS	54	44	10											

• Use separate Parts for permanent part time and temporary employees  
Utiliser les autres parties pour les salaires permanents à temps partiel et les salaires temporaires



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NOTE: See instructions  
NOTA: Voir instructions

OCCUPATIONAL GROUPS, PERMANENT FULL-TIME EMPLOYEES\*

CATÉGORIES PROFESSIONNELLES: SALAIRES PERMANENTS À TEMPS PLEIN\*

Form  
Formulaire 2 Part A, Page 1

Name of Business Nom de l'entreprise: Imperial Roadways Ltd.		Industrial Sector Branche d'activité: Truck Transport Industry		Reporting Period Période de rapport: 19 89									
Location-Endroit		<input type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Province / territoire (préciser) Manitoba		Winnipeg							
Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et minimum de remunération	Quarter Quart	All Employees Tous les salaires		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles				
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers Cadres supérieurs	70,000 and over	4 3 2 1	1 1 1 1	- - - -	- - - -	- - - -	- - - -	1 1 1 1	- - - -	- - - -	- - - -	- - - -	- - - -
	55,000 59,999 35,000 39,999	4 3 2 1	1 1 1 1	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -
Professionals Professionnels		4 3 2 1	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -
		4 3 2 1	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -
Semi-professionals and technicians Semi-professionnels et techniciens		4 3 2 1	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -
	45,000 49,999 30,000 34,999	4 3 2 1	1 1 1 1	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -
Supervisors Surveillants		4 3 2 1	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -
		4 3 2 1	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -
Foremen/Women Contramaîtres		4 3 2 1	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -
		4 3 2 1	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -

\* Utiliser les autres parties pour les salaires permanents à temps partiel et les salaires temporaires

\*\* 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/  
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

Canada

**NOTE** See instructions  
**NOTA** Voir instructions

NOTA: Voir instructions	Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et minimum de l'échelle de rémunération	Quarter Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
				Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre totale	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13				
Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13			
Clerical workers Employés de bureau	35,000	4	3	1			1	1	1	1	1	1	—		
	39,999	3	5	2								1	—		
	10,000	2	5	11	1	1	—	2	1	1	1	1	—		
	12,499	1	3	10	2	1	1	2	—	2					
	30,000	4	2	—											
Sales workers Employés du secteur de la vente	34,999	3													
	20,000	2													
	22,499	1	2	—											
		4													
		3													
Service workers Employés du secteur des services		2	2												
		4													
		3													
		2													
		1													
Skilled crafts and trades workers Travailleurs qualifiés et artisans		4													
		3													
		2													
		1													
		4	30	—	3	3	—								
Semi-skilled manual workers Travailleurs manuels spécialisés	30,000	4	30	—	3	3	—								
	34,999	3	3	—											
	20,000	2	1	—											
	22,499	1	6	—											
		4	7	—											
Other manual workers Autres travailleurs manuels	27,500	4	7	—											
	29,999	3	4	—											
	15,000	2	3	—											
	17,499	1	1	—											
		111	84	27	6	5	1	7	3	4	2	2	—		
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS															

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1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/  
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

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NOTE: See instructions  
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES\*  
PROFIL SALARIAL: SALAIRES PERMANENTS A TEMPS PLEIN\*

Form  
Formulaire    3    Part A  
Partie A

Name of Business: Nom de l'entreprise:		Imperial Roadways Ltd.		Industrial Sector: Branche d'activité:		Truck transport Industry						
Location: Endroit		<input type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Province / territoire (préciser)		Reporting Period: Période de rapport:						
		MANITOBA				1989						
SALARY RANGES ÉCHELLES DE REMUNÉRATION	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes			
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under Moins de												
\$10,000 - \$14,999	2	1	1									
\$15,000 - \$17,499	11	3	8	2	1	1	2		2			
\$17,500 - \$19,999	6	1	5									
\$20,000 - \$22,499	18	12	6	1	1	-						
\$22,500 - \$24,999	8	7	1				3	2	1	1	1	-
\$25,000 - \$27,499	7	5	2									
\$27,500 - \$29,999	9	9	-							1	1	-
\$30,000 - \$34,999	39	36	3	3	3	-	1	-	1			
\$35,000 - \$39,999	5	4	1									
\$40,000 - \$49,999	3	3	-									
\$50,000 - \$59,999	1	1	-									
\$70,000 and over et plus	2	2	-				1	1	-			
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALAIRES	111	84	27	6	5	1	7	3	4	2	2	-

\* Use separate Parts for permanent part-time and temporary employees  
\* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires







\*NOTE: See instructions  
\*NOTA: Voir instructions

Imperial Roadways Ltd.

Industrial Sector:  
Branche d'activité:

Truck Transport Industry

Location/Endroit

☐

National (Canada)  
National (Canada)

☒

Province/Territory (specify)  
Province/territoire (préciser)

MANITOBA

Reporting Period:  
Période de rapport:

19 89

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)  
Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ils ont été promus en dernier)

Occupational Groups Catégories professionnelles	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers Cadres supérieurs												
Middle or other managers Cadres intermédiaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors Surveillants												
Commons person Contremaîtres												
Clerical workers Employés de bureau												
Sales workers Employés du secteur de la vente												
Service workers Employés du secteur des services												
Skilled crafts and trades workers Travailleurs qualifiés et artisans												
Semi-skilled manual workers Travailleurs manuels spécialisés												
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS												
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS												

Use separate Parts for permanent part-time and temporary employees  
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

1-800-393-9611

Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED\*  
CESSATIONS DE FONCTIONS: SALAIRES PERMANENTS A TEMPS PLEIN\*NOTE: See instructions  
NOTA: Voir instructionsName of Business  
Nom de l'entreprise:

Imperial roadways Ltd.

Industrial Sector  
Branche d'activité:

Truck Transport Industry

Location Endroit

National (Canada)  
National (Canada)Province / Territory (specify)  
Province / territoire (préciser)

MANITOBA

Reporting Period:  
Période de rapport:

19 89

Occupational Groups Catégories professionnelles	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles	
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes
Upper-level managers Cadres supérieurs	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8
Middle or other managers Cadres intermédiaires et autres cadres								
Professionals Professionnels								
Semi-professionals and technicians Semi-professionnels et techniciens								
Supervisors Surveillants								
Firemen/women Conducteurs								
Clerical workers Employés de bureau	9	1	8					
Sales workers Employés du secteur de la vente								
Service workers Employés du secteur des services								
Skilled crafts and trades workers Travailleurs qualifiés et artisans								
Semi-skilled manual workers Travailleurs manuels spécialisés	7	7	-					
Other manual workers Autres travailleurs manuels	1	1	-					
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	17	9	8					

\* Use separate Parts for permanent part-time and temporary employees  
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

EMP 1817 (9-88)





6052

CA 1

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**EMPLOYMENT EQUITY ACT**  
1990: ANNUAL REPORT  
FOR THE YEAR ENDING DECEMBER 1989

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**LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI**  
1990: RAPPORT ANNUEL  
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



**AEROGUARD SECURITY SERVICES**

6052

Canada



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Ottawa (Canada) K1A 0S9

1		2 FULL LEGAL NAME		3 COMMON OR BUSINESS NAME	
4 NAME OF EMPLOYER		5 AEROGUARD SECURITY SERVICES		6 AEROGUARD SECURITY SERVICES	
7 ADDRESS OF PRINCIPAL PLACE OF BUSINESS		8 MAILING ADDRESS			
9 ADDRESS		10 1172 ST. JAMES ST.		11 SAME	
12 CITY		13 WINNIPEG, MB., R2H 0K7			
14 NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER		15 NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY			
16 OFFICERS		17 THOMAS WOODWARD		18 ELBIE McDONALD	
19 POSITION		20 PRESIDENT		21 MANAGER, HUMAN RESOURCES	
22 AREA CODE		23 204		24 786 - 2400	
25 INDUSTRIAL SECTOR 1		26 NO. OF		27 DESIGNATED CHA	
28 EMPLOYEES		29 937		30 PROVINCES/TERRITORIES	
31 OTHER BUSINESS SERVICES		32 937		33 CALGARY	
34 INDUSTRIAL SECTOR 2		35 NO. OF		36 DESIGNATED CHA	
37 EMPLOYEES		38 213		39 N.B.	
40 INDUSTRIAL SECTOR 3		41 NO. OF		42 DESIGNATED CHA	
43 EMPLOYEES		44 93		45 P.C.	
46 INDUSTRIAL SECTOR 4		47 NO. OF		48 DESIGNATED CHA	
49 EMPLOYEES		50 351		51 ALTA.	
52 EMPLOYMENT		53 NUMBER OF		54 NUMBER OF	
55 PERMANENT		56 PERMANENT		57 TEMPORARY	
58 STATUS		59 FULL-TIME		60 PART-TIME	
61 EMPLOYEES		62 EMPLOYEES		63 EMPLOYEES	
64 CATEGORIES		65 341		66 113	
67 3		68 3		69 3	
70 I, (Name) Thomas Woodward		71 HEREBY CERTIFY ON BEHALF OF			
72 (Name of Employer) AEROGUARD SECURITY SERVICES		73 THAT THE			
74 CERTIFICATION		75 INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN			
76 EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.		77 CORPORATE			
78 OF		79 SEAL			
80 ACCURACY		81			
82 DATE		83 MAY 30, 1990			
84 SIGNATURE		85 Woodward			



Name of Business: 70026 AEROGUARD SECURITY S : Industrial Sector: 779 OTHER BUSINESS SERVICES : Reporting Period: 1999

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees				Aboriginal Peoples				Persons with Disabilities				Members of Visible Minorities						
		Total		Men		Women		Total		Men		Women		Total		Men		Women		
		RI	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13	Col 14	Col 15	Col 16	Col 17	
	20000	14	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Clerical workers	22499	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
	10000	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
	12499	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1
Sales workers		4	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
		3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
		2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
		1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
	25000		6	2	4															
Service workers	27499	3	24	12	12															
	10000	2	304	122	182	5	2	3	2											
	12499	1	189	98	91	3	2	1												
Skilled crafts and trades workers		4	1	1	1															
		3	1	1	1															
		2	1	1	1															
		1	1	1	1															
Semi-skilled manual workers		4	1	1	1															
		3	1	1	1															
		2	1	1	1															
		1	1	1	1															
Other manual workers		4	1	1	1															
		3	1	1	1															
		2	1	1	1															
		1	1	1	1															
TOTAL NUMBER OF EMPLOYEES			541	245	296	8	4	4	3	3	3	79	33	46						



Name of Business:	70026	AEROGUARD SECURITY S.	Industrial Sector:	779	OTHER BUSINESS SERVICES	Reporting Period:	1989
Location:	X National (Canada)	Province/Territory	Designated CMN				
OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees Total Number	Aboriginal Peoples Total Number	Persons with Disabilities Total Number	Members of Visible Minorities Total Number	Men	Women
	Col 1	Col 2 Col 3 Col 4	Col 5 Col 6 Col 7	Col 8 Col 9 Col 10	Col 11 Col 12 Col 13		
Upper-level managers		41					
		31					
		21					
		11					
Middle or other managers		41					
		31					
		21					
		11					
Professionals		41					
		31					
		21					
		11					
Semi-professionals and technicians		41					
		31					
		21					
		11					
Supervisors		41					
		31					
		21					
		11					
Foremen/women		41					
		31					
		21					
		11					



Name of Business: 20126 AEROGUARD SECURITY S.; Industrial Sector: 779 OTHER BUSINESS SERVICES (Reporting Period: 1989)

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities						
		Total		Men	Women	Total		Men	Women	Total		Men	Women				
		UI Number	Col 1			Col 2	Col 3			Col 4	Col 5			Col 6	Col 7	Col 8	Col 9
Clerical workers		4															
		3															
		2															
		1															
Sales workers		4															
		3															
		2															
		1															
Service workers	20000	4	47	24	23												
	22499	3	6	4	2												
	10000	2	54	22	32												
	12499	1	8	4	4												
Skilled crafts and trades workers		4															
		3															
		2															
		1															
Semi-skilled manual workers		4															
		3															
		2															
		1															
Other manual workers		4															
		3															
		2															
		1															
TOTAL NUMBER OF EMPLOYEES			115	54	61						3	2	1	14	8	6	

Employment and Immigration Canada

Form 3 Part A

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Name of Business: 20026 AEROGUARD SECURITY SERVIC Industrial Sector: 779 OTHER BUSINESS SERVICES

Location: X National (Canada) Province/Territory (specify) : reporting Period: 1989

SALARY RANGES	All Employees				Aboriginal Peoples				Persons with Disabilities				Members of Visible Minorities			
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Col. 1 : Col. 2 : Col. 3 : Col. 4 : Col. 5 : Col. 6 : Col. 7 : Col. 8 : Col. 9 : Col. 10 : Col. 11 : Col. 12																
< \$10,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$10,000-\$14,999	144	77	67	3	2	1	1	0	0	0	0	0	33	17	16	16
\$15,000-\$17,999	200	79	121	5	2	3	2	1	2	2	0	0	7	3	4	4
\$17,500-\$19,999	159	67	92	0	0	0	0	0	0	0	0	0	37	12	25	25
\$20,000-\$22,499	21	10	11	0	0	0	0	0	0	0	0	0	1	0	1	1
\$22,500-\$24,999	5	2	3	0	0	0	0	0	0	0	0	0	0	0	0	0
\$25,000-\$27,499	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
\$27,500-\$29,999	3	3	0	0	0	0	0	0	0	0	0	0	1	1	0	0
\$30,000-\$34,999	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
\$35,000-\$39,999	2	2	0	0	0	0	0	1	1	0	0	0	0	0	0	0
\$40,000-\$49,999	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$50,000-\$69,999	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$70,000 >	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	541	245	296	8	4	4	3	3	3	0	79	33	46			

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES Form 3 Part B

Name of Business: 70026 AERGUARD SECURITY SERVIC : Industrial Sector: 779 OTHER BUSINESS SERVICES

Location: X National (Canada) Province/Territory (specify) : Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< \$2,500	0	0	0	0	0	0	0	0	0	0	0	0
\$2,500-\$4,999	0	0	0	0	0	0	0	0	0	0	0	0
\$5,000-\$7,499	0	0	0	0	0	0	0	0	0	0	0	0
\$7,500-\$9,999	0	0	0	0	0	0	0	0	0	0	0	0
\$10,000-\$12,499	2	1	1	0	0	0	0	0	0	0	0	0
\$12,500-\$14,999	15	9	6	0	0	0	0	0	0	0	1	0
\$15,000-\$17,499	50	19	31	0	0	0	2	2	0	4	2	2
\$17,500-\$19,999	47	24	23	0	0	0	1	0	1	9	5	4
\$20,000-\$24,999	1	1	0	0	0	0	0	0	0	0	0	0
\$25,000-\$29,999	0	0	0	0	0	0	0	0	0	0	0	0
\$30,000-\$39,999	0	0	0	0	0	0	0	0	0	0	0	0
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0	0	0	0
> \$50,000	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	115	54	61	0	0	0	3	2	1	14	8	6

## Employment and Immigration Canada

## PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4

Part A

Name of Business: 70026 - AERGUARD-SECURITY S

Industrial Sector: 778 - OTHER BUSINESS SERV

Location: X National (Canada) Province/Territory (specify)

Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Col. 1 Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 Col. 10 Col. 11 Col. 12												
Upper level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	3	2	1	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	1	0	1	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	392	217	175	5	4	1	2	2	0	57	31	26
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	396	219	177	5	4	1	2	2	0	57	31	26



Employment and Immigration Canada

Form 4 Part B

PERMANENT PART-TIME EMPLOYEES HIRED

Name of Business: 70026 AEROSOL SECURITY S. Industrial Sector: 7/9 OTHER BUSINESS SERV

Location: X National (Canada) Province/Territory (specify) : Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	74	41	33	1	1	0	0	0	0	9	5	4
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	74	41	33	1	1	0	0	0	0	9	5	4



[illegible]

## Part B

## Part B

Name of Business:	70026 - NEWGUARD SECURITY S		Industrial Sector -- /-- OTHER BUSINESS SERVICES	
Location:	X National (Canada)	Province/Territory (specify)		Reporting Period: 1989
OCCUPATIONAL GROUPS	All Employees	Aboriginal Peoples	Persons with Disabilities	Members of Visible Minorities
	Total Number : Men Women :	Total Number : Men Women :	Total Number : Men Women :	Total Number : Men Women :
	Col. 1 Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 Col. 10 Col. 11 Col. 12			
Upper-level managers	0 0 0 0 0 0 0 0 0 0 0 0			
Middle or other managers	0 0 0 0 0 0 0 0 0 0 0 0			
Professionals	0 0 0 0 0 0 0 0 0 0 0 0			
Semi-professionals and technicians	0 0 0 0 0 0 0 0 0 0 0 0			
Supervisors	0 0 0 0 0 0 0 0 0 0 0 0			
Farm workers	0 0 0 0 0 0 0 0 0 0 0 0			
Clerical workers	0 0 0 0 0 0 0 0 0 0 0 0			
Sales workers	0 0 0 0 0 0 0 0 0 0 0 0			
Service workers	0 0 0 0 0 0 0 0 0 0 0 0			
Skilled crafts and trades workers	0 0 0 0 0 0 0 0 0 0 0 0			
Semi-skilled manual workers	0 0 0 0 0 0 0 0 0 0 0 0			
Other manual workers	0 0 0 0 0 0 0 0 0 0 0 0			
TOTAL NUMBER OF EMPLOYEES PROMOTED	0 0 0 0 0 0 0 0 0 0 0 0			
TOTAL NUMBER OF PROMOTIONS	0 0 0 0 0 0 0 0 0 0 0 0			

Employment and Immigration Canada

Form 6 Part A

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Industrial Sector: 779 OTHER BUSINESS SERVICES

Name of Business: 70022 AEROGUARD SECURITY S

Location: X National (Canada) Province/Territory (specify)

Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	6	2	4	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foreman/woman	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	628	301	327	9	5	4	4	4	0	57	31	26
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	634	303	331	9	5	4	4	4	0	57	31	26

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6

Part B

Name of Business: 20026 ALEROUARD SECURITY S

Industrial Sector: 779 OTHER BUSINESS SERVICES

Location: X National (Canada) Province/Territory (specify)

Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees		Aboriginal Peoples		Persons with Disabilities		Visible Minorities					
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women			
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle-of-other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	213	104	109	2	1	1	3	3	0	33	21	12
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	213	104	109	2	1	1	3	3	0	33	21	12



Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2

Part A

Page 1

Name of Business:		70026 AEROGUARD SECURITY S		Industrial Sector:		779 OTHER BUSINESS SERVICES		Reporting Period:		1989	
Location:		National (Canada)		X Province/Territory		11 QUEBEC		Designated CMA			
OCCUPATIONAL GROUPS		Top and bottom of salary range:	IQ	All Employees	Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
		IR Number	Total	Men	Women	Total Number	Men	Women	Total Number	Men	Women
		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10
		Col 11	Col 12	Col 13	Col 14	Col 15	Col 16	Col 17	Col 18	Col 19	Col 20
Upper-level managers		4	1	1	1	1					
Middle or other managers		3	1	1	1	1					
		2	1	1	1	1					
		1	1	1	1	1					
		1	1	1	1	1					
Professionals		4	1	1	1	1					
		3	1	1	1	1					
		2	1	1	1	1					
		1	1	1	1	1					
Semi-professionals and technicians		4	1	1	1	1					
		3	1	1	1	1					
		2	1	1	1	1					
		1	1	1	1	1					
Supervisors		4	1	1	1	1					
		3	1	1	1	1					
		2	1	1	1	1					
		1	1	1	1	1					
Foremen/women		4	1	1	1	1					
		3	1	1	1	1					
		2	1	1	1	1					
		1	1	1	1	1					



Name of Business: 70026 AEROGUARD SECURITY S Industrial Sector: 779 OTHER BUSINESS SERVICES Reporting Period: 1989

Location: National (Canada) X Province/Territory 11 QUEBEC Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total			Total			Total			Total		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers		4											
	25000	4											
	27499	3											
Service workers		7	4	3									
	15000	2											
	17499	1	68	97	4	2	2	2	2	2	2	2	2
Skilled crafts and trades workers		4											
		3											
		1											
Semi-skilled manual workers		4											
		3											
		2											
		1											
Other manual workers		4											
		3											
		2											
		1											
TOTAL NUMBER OF EMPLOYEES		175	73	102	4	2	2	2	2	2	3	1	3

Name of Business:	20026 AEROGUARD SECURITY S	Industrial Sector:	779 OTHER BUSINESS SERVICES	Reporting Period:	1989
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Location:	National (Canada), X Province/Territory	11 QUEBEC	Designated CMA

[illegible]

Name of Business: 70026 AEROGUARD SECURITY S I Industrial Sector: 779 OTHER BUSINESS SERVICES Reporting Period: 1989

Location: National (Canada) X Province/Territory 11 QUEBEC Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities						
		Total		Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women				
		Col 1	Col 2												Col 3	Col 4	Col 5	Col 6
Clerical workers		4																
		3																
		2																
		1																
Sales workers		4																
		3																
		2																
		1																
Service workers	17500	4	1	1										1	1			
	19999	3																
	15000	2	24	8	16				2	2				1	1			
	17499	1	3		3													
Skilled crafts and trades workers		4																
		3																
		2																
		1																
Semi-skilled manual workers		4																
		3																
		2																
		1																
Other manual workers		4																
		3																
		2																
		1																
TOTAL NUMBER OF EMPLOYEES			28	9	19					2	2			2	2			2



# Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES Form 3 Part A

Name of Business: 70026 AEROGUARD SECURITY SERVICE Industrial Sector: 719 OTHER BUSINESS SERVICES

Location: National (Canada) Province/Territory (specify) 11 QUEBEC Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Men		Women	Total		Men	Total		Men	Total		Men
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< \$10,000	0	0	0	0	0	0	0	0	0	0	0	0
\$10,000-\$14,999	0	0	0	0	0	0	0	0	0	0	0	0
\$15,000-\$17,499	165	68	97	4	2	2	2	2	0	2	2	0
\$17,500-\$19,999	7	4	3	0	0	0	0	0	0	0	1	0
\$20,000-\$22,499	0	0	0	0	0	0	0	0	0	0	0	0
\$22,500-\$24,999	0	0	0	0	0	0	0	0	0	0	0	0
\$25,000-\$27,499	2	1	1	0	0	0	0	0	0	0	0	0
\$27,500-\$29,999	0	0	0	0	0	0	0	0	0	0	0	0
\$30,000-\$34,999	1	0	1	0	0	0	0	0	0	0	0	0
\$35,000-\$39,999	0	0	0	0	0	0	0	0	0	0	0	0
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0	0	0	0
\$50,000-\$59,999	0	0	0	0	0	0	0	0	0	0	0	0
\$70,000 >	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	175	73	102	4	2	2	2	2	0	3	3	0

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES Form 3 Part B

Name of Business: 70026 GEROGUARD SECURITY SERVIC Industrial Sector: 779 OTHER BUSINESS SERVICES

Location: National (Canada) X Province/Territory (specify) 11 QUEBEC Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1 Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 Col. 10 Col. 11 Col. 12												
< \$2,500	0	0	0	0	0	0	0	0	0	0	0	0
\$2,500-\$4,999	0	0	0	0	0	0	0	0	0	0	0	0
\$5,000-\$7,499	0	0	0	0	0	0	0	0	0	0	0	0
\$7,500-\$9,999	0	0	0	0	0	0	0	0	0	0	0	0
\$10,000-\$12,499	0	0	0	0	0	0	0	0	0	0	0	0
\$12,500-\$14,999	0	0	0	0	0	0	0	0	0	0	0	0
\$15,000-\$17,499	27	8	19	0	0	0	2	2	0	1	1	0
\$17,500-\$19,999	1	1	0	0	0	0	0	0	0	1	1	0
\$20,000-\$24,999	0	0	0	0	0	0	0	0	0	0	0	0
\$25,000-\$29,999	0	0	0	0	0	0	0	0	0	0	0	0
\$30,000-\$39,999	0	0	0	0	0	0	0	0	0	0	0	0
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0	0	0	0
> \$50,000	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	28	9	19	0	0	0	2	2	0	2	2	0





Form 4  
Part B

PERMANENT PART-TIME EMPLOYEES HIRED

Form 4  
Part B[illegible]

## Part A

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 2

4 2 1 P. 4

Name of Bufile: 70026 AEROGUARD SECURITY S

[illegible]

Location:

National (Canada) X Province/Territory (specify) 11 QUEBEC

Reporting Period: 1989

Employees promoted (employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

[illegible]

[illegible]



Employment and Immigration Canada

Form 6

Part A

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Name of Business: 70026 REFUGIARY SECURITY S Industrial Sector: 719 OTHER BUSINESS SERVICES

Location: National (Canada) X Province/Territory (specify) 11 QUEBEC Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	3	2	1	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Plant workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	197	82	115	5	3	2	2	2	0	3	3	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	200	84	116	5	3	2	2	2	0	3	3	0



Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6

Part 6

Name of Business: 70026 AEROSPACE SECURITY S Industrial Sector: 729 OTHER BUSINESS SERVICES

Location: National (Canada) X Province/Territory (specify) 11 QUEBEC Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Col. 1 Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 Col. 10 Col. 11 Col. 12												
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle-or-other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	37	11	26	1	0	1	2	2	0	2	2	0
Skilled-crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	37	11	26	1	0	1	2	2	0	2	2	0

## Page 1

National (Canada)---X Province/Territory

[illegible]





Name of Business:	70026	DEFENSE SECURITY S	Industrial Sector:	779	OTHER BUSINESS SERVICES	Reporting Period:	1989
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Location	National (Canada)	X Province/Territory	10 ONTARIO	Designated CMA

[illegible]





**SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES**

Name of Business: 70026 AEROGUARD SECURITY SERVICE

Industrial Sector: 779 OTHER BUSINESS SERVICES

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO

Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
< \$10,000	0	0	0	0	0	0	0	0	0	0	0	0
\$10,000-\$14,999	17	12	5	0	0	0	0	0	0	0	0	0
\$15,000-\$17,499	26	9	17	1	0	1	0	0	0	2	1	1
\$17,500-\$19,999	151	63	88	0	0	0	0	0	0	36	11	25
\$20,000-\$22,499	20	9	11	0	0	0	0	0	0	1	0	1
\$22,500-\$24,999	5	2	3	0	0	0	0	0	0	0	0	0
\$25,000-\$27,499	0	0	0	0	0	0	0	0	0	0	0	0
\$27,500-\$29,999	2	2	0	0	0	0	0	0	0	1	1	0
\$30,000-\$34,999	0	0	0	0	0	0	0	0	0	0	0	0
\$35,000-\$39,999	1	1	0	0	0	0	1	0	0	0	0	0
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0	0	0	0
\$50,000-\$69,999	0	0	0	0	0	0	0	0	0	0	0	0
\$70,000 >	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	222	98	124	1	0	1	1	1	0	40	13	27

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3 Part B

Name of Business: 70026 AEROGUARD SECURITY SERVIC : Industrial Sector: 779 OTHER BUSINESS SERVICES

Location: National (Canada)X Province/Territory (specify) 10 ONTARIO : Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< \$2,500	0	0	0	0	0	0	0	0	0	0	0	0
\$2,500-\$4,999	0	0	0	0	0	0	0	0	0	0	0	0
\$5,000-\$7,499	0	0	0	0	0	0	0	0	0	0	0	0
\$7,500-\$9,999	0	0	0	0	0	0	0	0	0	0	0	0
\$10,000-\$12,499	0	0	0	0	0	0	0	0	0	0	0	0
\$12,500-\$14,999	6	3	3	0	0	0	0	0	0	0	0	0
\$15,000-\$17,499	23	11	12	0	0	0	0	0	0	0	3	1
\$17,500-\$19,999	46	23	23	0	0	0	1	0	1	8	4	4
\$20,000-\$24,999	1	1	0	0	0	0	0	0	0	0	0	0
\$25,000-\$29,999	0	0	0	0	0	0	0	0	0	0	0	0
\$30,000-\$39,999	0	0	0	0	0	0	0	0	0	0	0	0
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0	0	0	0
> \$50,000	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	76	38	38	0	0	0	1	0	1	11	5	6

Employment and Immigration Canada

Form 4 Part A

PERMANENT FULL-TIME EMPLOYEES HIRED

Name of Business: 70026 - AERGUARD SECURITY S		Industrial Sector: 179 OTHER BUSINESS SERVI										
Location: National (Canada) X Province/Territory (specify) 10 ONTARIO		Reporting Periods: 1989										
OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle-or-other managers	1	1	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	157	95	62	1	1	0	2	2	0	22	13	9
Skilled-crafts-and-trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	158	96	62	1	1	0	2	2	0	22	13	9



Employment and Immigration Canada

Form 4 Part B

PERMANENT PART-TIME EMPLOYEES HIRED

Name of Business: 70026 AERGUARD SECURITY S		Industrial Sector: 779 OTHER BUSINESS SERVI		Reporting Period: 1989								
Location: National (Canada) X Province/Territory (specify) 10 ONTARIO												
OCCUPATIONAL GROUPS	All Employees		Aboriginal Peoples		Persons with Disabilities	Members of Visible Minorities						
	Total Number	Men	Women	Total Number		Men	Women	Total Number				
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	58	32	26	1	1	0	0	0	0	0	8	4
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	58	32	26	1	1	0	0	0	0	0	8	4

## Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5

Part A

Name of Business: 70026 AFFORDARD SECURITY S  
; Industrial Sector: 779 OTHER BUSINESS SERVICES

Location:	National (Canada) X Province/Territory (specify)	10 ONTARIO	: Reporting Period: 1989
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Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

[illegible]



OTAL NUMBER OF PROMOTIONS

Employment and Immigration Canada

Form 6 Part A

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Name of Business: 20026 DEERHOUND SECURITY S. Industrial Sector: 779 OTHER BUSINESS SERVICES

Location: National (Canada) x Province/Territory (specify) 10 ONTARIO Reporting Period: 1989

OCCUPATIONAL All Employees : Aboriginal Peoples : Persons with Disabilities : Visible Minorities

GROUPS : Total Number : Men : Women : Total Number : Men : Women : Total Number : Men : Women

Col. 1 : Col. 2 : Col. 3 : Col. 4 : Col. 5 : Col. 6 : Col. 7 : Col. 8 : Col. 9 : Col. 10 : Col. 11 : Col. 12

Upper-level managers : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0

Middle or other managers : 2 : 0 : 2 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0

Professionals : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0

Semi-professionals and technicians : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0

Supervisors : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0

Foremen/women : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0

Clerical workers : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0

Sales workers : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0

Service workers : 294 : 155 : 139 : 2 : 1 : 1 : 2 : 2 : 0 : 51 : 26 : 25

Skilled crafts and trades workers : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0

Semi-skilled manual workers : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0

Other manual workers : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0

TOTAL NUMBER OF EMPLOYEES TERMINATED : 294 : 155 : 141 : 2 : 1 : 1 : 2 : 2 : 0 : 51 : 26 : 25

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6

Part B

Name of Business: 70026 AEROGUARD SECURITY S

Industrial Sector: 779 OTHER BUSINESS SERVICES

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO

Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle-or-other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	163	89	74	1	1	0	1	1	0	31	19	12
Skilled-crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	163	89	74	1	1	0	1	1	0	31	19	12





Name of Business: 7002A AFGUARD SECURITY S Industrial Sector: 779 OTHER BUSINESS SERVICES (Reporting Period: 1989)

Location: National (Canada) X Province/Territory 15 BRITISH COLUMBIA Designated CHA

OCCUPATIONAL GROUPS	Top and bottom of salary range (A)	All Employees				Aboriginal Peoples				Persons with Disabilities				Members of Visible Minorities			
		Total		Men	Women	Total		Men	Women	Total		Men	Women	Total		Men	Women
		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13	Col 14	Col 15	
Clerical workers	12500	4	1		1												
	14999	3															
	0	2															
	0	1															
Sales workers		4															
		3															
		2															
		1															
Service workers	15000	4	1		1												
	17499	3															
	12500	2	5	1	4								3				
	14999	1	92	49	43	3	2	1					25	13	12		
Skilled crafts and trades workers		4															
		3															
		2															
		1															
Semi-skilled manual workers		4															
		3															
		2															
		1															
Other manual workers		4															
		3															
		2															
		1															
TOTAL NUMBER OF EMPLOYEES			101	52	49	3	2	1					28	13	15		





Name of Business: 70026 AEROGUARD SECURITY S.I Industrial Sector: 779 OTHER BUSINESS SERVICES Reporting Period: 1989

Location: National (Canada) X Province/Territory 15 BRITISH COLUMBIA Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities					
		RI Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women			
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers		4											
		3											
		2											
		1											
Sales workers		4											
		3											
		2											
		1											
Service workers	12500	4	9	6	3						1	1	
	14999	3											
	0	2											
		1											
Skilled crafts and trades workers		4											
		3											
		2											
		1											
Semi-skilled manual workers		4											
		3											
		2											
		1											
Other manual workers		4											
		3											
		2											
		1											
TOTAL NUMBER OF EMPLOYEES			9	6	3						1	1	

Employment and Immigration Canada

Form 3

Part A

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Name of Business: 70026 AEROGUARD SECURITY SERVICE

Industrial Sector: 779 OTHER BUSINESS SERVICES

Location: National (Canada)X Province/Territory (specify) 15 BRITISH COLUMBIA

Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< \$10,000	0	0	0	0	0	0	0	0	0	0	0	0
\$10,000-\$14,999	93	49	44	3	2	1	0	0	0	25	13	12
\$15,000-\$17,499	6	1	5	0	0	0	0	0	0	3	0	3
\$17,500-\$19,999	0	0	0	0	0	0	0	0	0	0	0	0
\$20,000-\$22,499	0	0	0	0	0	0	0	0	0	0	0	0
\$22,500-\$24,999	0	0	0	0	0	0	0	0	0	0	0	0
\$25,000-\$27,499	0	0	0	0	0	0	0	0	0	0	0	0
\$27,500-\$29,999	1	1	0	0	0	0	0	0	0	0	0	0
\$30,000-\$34,999	0	0	0	0	0	0	0	0	0	0	0	0
\$35,000-\$39,999	1	1	0	0	0	0	0	0	0	0	0	0
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0	0	0	0
\$50,000-\$59,999	0	0	0	0	0	0	0	0	0	0	0	0
\$70,000 >	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	101	52	49	3	2	1	0	0	0	28	13	15





Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4

Part A

Name of Business:	7002A - AEROGUARD SECURITY S		Industrial Sector:	779 OTHER BUSINESS SERVI								
Location:	National (Canada) x Province/Territory (specify) 15 BRITISH COLUMBIA		Reporting Period:	1989								
OCCUPATIONAL GROUPS	All Employees	Aboriginal Peoples	Persons with Disabilities	Members of Visible Minorities								
	Total Number	Total Number	Total Number	Total Number								
	Men	Men	Men	Men								
	Women	Women	Women	Women								
	Col. 1 Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 Col. 10 Col. 11 Col. 12											
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	1	1	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Classical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	167	89	78	3	2	1	0	0	0	0	30	15
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	168	90	78	3	2	1	0	0	0	0	30	15



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Employment and Immigration Canada

Form 5 Part A

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Name of business: 74626 - AEROGUARD SECURITY S

Location: National (Canada) X Province/Territory (specify) 15 BRITISH COLUMBIA : Reporting Period: 1989

Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	Total Number	Men	Total Number	Men	Total Number	Men	Total Number	Men
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8
Upper-level managers	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0

## Part B

OTHER BUSINESS SERVICES

--- ! Reporting Period: 1989

Reporting Period: 1989

## Members of





PERMANENT PART-TIME EMPLOYEES TERMINATED

Name of Business: 74026 AEROGUARD SECURITY S

Location: National (Canada) x Province/Territory (specify) 15 BRITISH COLUMBIA : Reporting Period: 1989

[illegible]







Employment and Immigration Canada  
OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

~~2002A - ARMCHAIR SECURITY & Industrial Sector 779 OTHER BUSINESS SERVICES Reporting Period: 1989~~

Location:	National (Canada)	Province/Territory
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## **EMPLOYMENT EQUITY ACT**

1990: ANNUAL REPORT  
FOR THE YEAR ENDING DECEMBER 1989

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## **LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI**

1990: RAPPORT ANNUEL  
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



**AMOK LTD.  
AMOK LTÉE**

7001

Canada

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Approvisionnement et Services Canada  
Ottawa (Canada) K1A 0S9

NAME OF EMPLOYER	FULL LEGAL NAME	COMMON OR BUSINESS NAME
AMOK LTD/LTEE	AMOK LTD/LTEE	AMOK LTD/LTEE
ADDRESS	ADDRESS OF PRINCIPAL PLACE OF BUSINESS	MAILING ADDRESS
817-825-45TH STREET WEST	817-825-45TH STREET WEST	P.O. BOX 9204
SASKATOON, SK S7K 3X5	SASKATOON, SK S7K 3X5	SASKATOON, SK S7K 3X5
NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER	NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER	NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY
MICHEL POISSONNET	MICHEL POISSONNET	CLARE GITZEL
POSITION TITLE	POSITION TITLE	POSITION TITLE
PRESIDENT	PRESIDENT	HUMAN RESOURCES MANAGER
INDUSTRIAL SECTOR 1	INDUSTRIAL SECTOR 1	DESIGNATED CHAS
METAL MINES	METAL MINES	PROVINCES/TERRITORIES
INDUSTRIAL SECTOR 2	INDUSTRIAL SECTOR 2	CALGARY
INDUSTRIAL SECTOR 3	INDUSTRIAL SECTOR 3	EDMONTON
INDUSTRIAL SECTOR 4	INDUSTRIAL SECTOR 4	HALIFAX
INDUSTRIAL SECTOR 5	INDUSTRIAL SECTOR 5	INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA
INDUSTRIAL SECTOR 6	INDUSTRIAL SECTOR 6	REGINA
INDUSTRIAL SECTOR 7	INDUSTRIAL SECTOR 7	TORONTO
INDUSTRIAL SECTOR 8	INDUSTRIAL SECTOR 8	VANCOUVER
INDUSTRIAL SECTOR 9	INDUSTRIAL SECTOR 9	WINNIPEG
INDUSTRIAL SECTOR 10	INDUSTRIAL SECTOR 10	TOTAL EMPLOYEES IN CANADA
INDUSTRIAL SECTOR 11	INDUSTRIAL SECTOR 11	231
INDUSTRIAL SECTOR 12	INDUSTRIAL SECTOR 12	
INDUSTRIAL SECTOR 13	INDUSTRIAL SECTOR 13	
INDUSTRIAL SECTOR 14	INDUSTRIAL SECTOR 14	
INDUSTRIAL SECTOR 15	INDUSTRIAL SECTOR 15	
INDUSTRIAL SECTOR 16	INDUSTRIAL SECTOR 16	
INDUSTRIAL SECTOR 17	INDUSTRIAL SECTOR 17	
INDUSTRIAL SECTOR 18	INDUSTRIAL SECTOR 18	
INDUSTRIAL SECTOR 19	INDUSTRIAL SECTOR 19	
INDUSTRIAL SECTOR 20	INDUSTRIAL SECTOR 20	
INDUSTRIAL SECTOR 21	INDUSTRIAL SECTOR 21	
INDUSTRIAL SECTOR 22	INDUSTRIAL SECTOR 22	
INDUSTRIAL SECTOR 23	INDUSTRIAL SECTOR 23	
INDUSTRIAL SECTOR 24	INDUSTRIAL SECTOR 24	
INDUSTRIAL SECTOR 25	INDUSTRIAL SECTOR 25	
INDUSTRIAL SECTOR 26	INDUSTRIAL SECTOR 26	
INDUSTRIAL SECTOR 27	INDUSTRIAL SECTOR 27	
INDUSTRIAL SECTOR 28	INDUSTRIAL SECTOR 28	
INDUSTRIAL SECTOR 29	INDUSTRIAL SECTOR 29	
INDUSTRIAL SECTOR 30	INDUSTRIAL SECTOR 30	
INDUSTRIAL SECTOR 31	INDUSTRIAL SECTOR 31	
INDUSTRIAL SECTOR 32	INDUSTRIAL SECTOR 32	
INDUSTRIAL SECTOR 33	INDUSTRIAL SECTOR 33	
INDUSTRIAL SECTOR 34	INDUSTRIAL SECTOR 34	
INDUSTRIAL SECTOR 35	INDUSTRIAL SECTOR 35	
INDUSTRIAL SECTOR 36	INDUSTRIAL SECTOR 36	
INDUSTRIAL SECTOR 37	INDUSTRIAL SECTOR 37	
INDUSTRIAL SECTOR 38	INDUSTRIAL SECTOR 38	
INDUSTRIAL SECTOR 39	INDUSTRIAL SECTOR 39	
INDUSTRIAL SECTOR 40	INDUSTRIAL SECTOR 40	
INDUSTRIAL SECTOR 41	INDUSTRIAL SECTOR 41	
INDUSTRIAL SECTOR 42	INDUSTRIAL SECTOR 42	
INDUSTRIAL SECTOR 43	INDUSTRIAL SECTOR 43	
INDUSTRIAL SECTOR 44	INDUSTRIAL SECTOR 44	
INDUSTRIAL SECTOR 45	INDUSTRIAL SECTOR 45	
INDUSTRIAL SECTOR 46	INDUSTRIAL SECTOR 46	
INDUSTRIAL SECTOR 47	INDUSTRIAL SECTOR 47	
INDUSTRIAL SECTOR 48	INDUSTRIAL SECTOR 48	
INDUSTRIAL SECTOR 49	INDUSTRIAL SECTOR 49	
INDUSTRIAL SECTOR 50	INDUSTRIAL SECTOR 50	
INDUSTRIAL SECTOR 51	INDUSTRIAL SECTOR 51	
INDUSTRIAL SECTOR 52	INDUSTRIAL SECTOR 52	
INDUSTRIAL SECTOR 53	INDUSTRIAL SECTOR 53	
INDUSTRIAL SECTOR 54	INDUSTRIAL SECTOR 54	
INDUSTRIAL SECTOR 55	INDUSTRIAL SECTOR 55	
INDUSTRIAL SECTOR 56	INDUSTRIAL SECTOR 56	
INDUSTRIAL SECTOR 57	INDUSTRIAL SECTOR 57	
INDUSTRIAL SECTOR 58	INDUSTRIAL SECTOR 58	
INDUSTRIAL SECTOR 59	INDUSTRIAL SECTOR 59	
INDUSTRIAL SECTOR 60	INDUSTRIAL SECTOR 60	
INDUSTRIAL SECTOR 61	INDUSTRIAL SECTOR 61	
INDUSTRIAL SECTOR 62	INDUSTRIAL SECTOR 62	
INDUSTRIAL SECTOR 63	INDUSTRIAL SECTOR 63	
INDUSTRIAL SECTOR 64	INDUSTRIAL SECTOR 64	
INDUSTRIAL SECTOR 65	INDUSTRIAL SECTOR 65	
INDUSTRIAL SECTOR 66	INDUSTRIAL SECTOR 66	
INDUSTRIAL SECTOR 67	INDUSTRIAL SECTOR 67	
INDUSTRIAL SECTOR 68	INDUSTRIAL SECTOR 68	
INDUSTRIAL SECTOR 69	INDUSTRIAL SECTOR 69	
INDUSTRIAL SECTOR 70	INDUSTRIAL SECTOR 70	
INDUSTRIAL SECTOR 71	INDUSTRIAL SECTOR 71	
INDUSTRIAL SECTOR 72	INDUSTRIAL SECTOR 72	
INDUSTRIAL SECTOR 73	INDUSTRIAL SECTOR 73	
INDUSTRIAL SECTOR 74	INDUSTRIAL SECTOR 74	
INDUSTRIAL SECTOR 75	INDUSTRIAL SECTOR 75	
INDUSTRIAL SECTOR 76	INDUSTRIAL SECTOR 76	
INDUSTRIAL SECTOR 77	INDUSTRIAL SECTOR 77	
INDUSTRIAL SECTOR 78	INDUSTRIAL SECTOR 78	
INDUSTRIAL SECTOR 79	INDUSTRIAL SECTOR 79	
INDUSTRIAL SECTOR 80	INDUSTRIAL SECTOR 80	
INDUSTRIAL SECTOR 81	INDUSTRIAL SECTOR 81	
INDUSTRIAL SECTOR 82	INDUSTRIAL SECTOR 82	
INDUSTRIAL SECTOR 83	INDUSTRIAL SECTOR 83	
INDUSTRIAL SECTOR 84	INDUSTRIAL SECTOR 84	
INDUSTRIAL SECTOR 85	INDUSTRIAL SECTOR 85	
INDUSTRIAL SECTOR 86		





817 - 825 45th STREET WEST, P.O. BOX 9204, SASKATOON, SASKATCHEWAN S7K 3X5

May 23, 1990

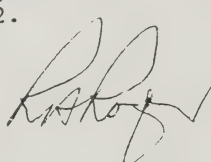
1989 EMPLOYMENT EQUITY EXECUTIVE SUMMARY

This is submitted in conjunction with our 1989 Annual Report.

Due to continued low world market demand and prices in our industry it was necessary in August 28, 1989 for the company to reduce our workforce in the mine and mill departments by some 15 employees.

As the low price and world market demand continued, the company found it necessary to completely re-structure its mining operation with the result that on October 28, 1989 a further 33 employees were laid off. Both reductions of employees totalled about 20% of our total company workforce. This figure does not include normal attrition during the year.

In September 1989 the company and its bargaining unit, E.C.W.U. Local #48, signed a new collective agreement which runs until May 31, 1992.



M. Poissonnet  
President

MP:CDG:br

REF NOS: 900 - 25



Name of Business:	007001 AHOK LTD/LTEE	Industrial sector:	061 METAL MINES	Reporting Period:	1989									
Location:	X National (Canada)	Province/Territory	Designated CMA											
OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees	Aboriginal Peoples	Persons with Disabilities	Members of Visible Minorities									
		Total	Total	Total	Total									
		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
	35000	41	1	1	1	1	1	1	1	1	1	1	1	1
	39999	31	2	2	2	2	2	2	2	2	2	2	2	2
	20000	21	3	3	3	3	3	3	3	3	3	3	3	3
	22499	11	4	4	4	4	4	4	4	4	4	4	4	4
		41	1	1	1	1	1	1	1	1	1	1	1	1
		31	2	2	2	2	2	2	2	2	2	2	2	2
		21	3	3	3	3	3	3	3	3	3	3	3	3
		11	4	4	4	4	4	4	4	4	4	4	4	4
		41	1	1	1	1	1	1	1	1	1	1	1	1
		31	2	2	2	2	2	2	2	2	2	2	2	2
		21	3	3	3	3	3	3	3	3	3	3	3	3
		11	4	4	4	4	4	4	4	4	4	4	4	4
		41	1	1	1	1	1	1	1	1	1	1	1	1
		31	2	2	2	2	2	2	2	2	2	2	2	2
		21	3	3	3	3	3	3	3	3	3	3	3	3
		11	4	4	4	4	4	4	4	4	4	4	4	4
		41	1	1	1	1	1	1	1	1	1	1	1	1
		31	2	2	2	2	2	2	2	2	2	2	2	2
		21	3	3	3	3	3	3	3	3	3	3	3	3
		11	4	4	4	4	4	4	4	4	4	4	4	4
		41	1	1	1	1	1	1	1	1	1	1	1	1
		31	2	2	2	2	2	2	2	2	2	2	2	2
		21	3	3	3	3	3	3	3	3	3	3	3	3
		11	4	4	4	4	4	4	4	4	4	4	4	4
		41	1	1	1	1	1	1	1	1	1	1	1	1
		31	2	2	2	2	2	2	2	2	2	2	2	2
		21	3	3	3	3	3	3	3	3	3	3	3	3
		11	4	4	4	4	4	4	4	4	4	4	4	4
		41	1	1	1	1	1	1	1	1	1	1	1	1
		31	2	2	2	2	2	2	2	2	2	2	2	2
		21	3	3	3	3	3	3	3	3	3	3	3	3
		11	4	4	4	4	4	4	4	4	4	4	4	4
		41	1	1	1	1	1	1	1	1	1	1	1	1
		31	2	2	2	2	2	2	2	2	2	2	2	2
		21	3	3	3	3	3	3	3	3	3	3	3	3
		11	4	4	4	4	4	4	4	4	4	4	4	4
		41	1	1	1	1	1	1	1	1	1	1	1	1
		31	2	2	2	2	2	2	2	2	2	2	2	2
		21	3	3	3	3	3	3	3	3	3	3	3	3
		11	4	4	4	4	4	4	4	4	4	4	4	4
		41	1	1	1	1	1	1	1	1	1	1	1	1
		31	2	2	2	2	2	2	2	2	2	2	2	2
		21	3	3	3	3	3	3	3	3	3	3	3	3
		11	4	4	4	4	4	4	4	4	4	4	4	4
		41	1	1	1	1	1	1	1	1	1	1	1	1
		31	2	2	2	2	2	2	2	2	2	2	2	2
		21	3	3	3	3	3	3	3	3	3	3	3	3
		11	4	4	4	4	4	4	4	4	4	4	4	4
		41	1	1	1	1	1	1	1	1	1	1	1	1
		31	2	2	2	2	2	2	2	2	2	2	2	2
		21	3	3	3	3	3	3	3	3	3	3	3	3
		11	4	4	4	4	4	4	4	4	4	4	4	4
		41	1	1	1	1	1	1	1	1	1	1	1	1
		31	2	2	2	2	2	2	2	2	2	2	2	2
		21	3	3	3	3	3	3	3	3	3	3	3	3
		11	4	4	4	4	4	4	4	4	4	4	4	4
		41	1	1	1	1	1	1	1	1	1	1	1	1
		31	2	2	2	2	2	2	2	2	2	2	2	2
		21	3	3	3	3	3	3	3	3	3	3	3	3
		11	4	4	4	4	4	4	4	4	4	4	4	4
		41	1	1	1	1	1	1	1	1	1	1	1	1
		31	2	2	2	2	2	2	2	2	2	2	2	2
		21	3	3	3	3	3	3	3	3	3	3	3	3
		11	4	4	4	4	4	4	4	4	4	4	4	4
		41	1	1	1	1	1	1	1	1	1	1	1	1
		31	2	2	2	2	2	2	2	2	2	2	2	2
		21	3	3	3	3	3	3	3	3	3	3	3	3
		11	4	4	4	4	4	4	4	4	4	4	4	4
		41	1	1	1	1	1	1	1	1	1	1	1	1
		31	2	2	2	2	2	2	2	2	2	2	2	2
		21	3	3	3	3	3	3	3	3	3	3	3	3
		11	4	4	4	4	4	4	4	4	4	4	4	4
		41	1	1	1	1	1	1	1	1	1	1	1	1
		31	2	2	2	2	2	2	2	2	2	2	2	2
		21	3	3	3	3	3	3	3	3	3	3	3	3
		11	4	4	4	4	4	4	4	4	4	4	4	4
		41	1	1	1	1	1	1	1	1	1	1	1	1
		31	2	2	2	2	2	2	2	2	2	2	2	2
		21	3	3	3	3	3	3	3	3	3	3	3	3
		11	4	4	4	4	4	4	4	4	4	4	4	4
		41	1	1	1	1	1	1	1	1	1	1	1	1
		31	2	2	2	2	2	2	2	2	2	2	2	2
		21	3	3	3	3	3	3	3	3	3	3	3	3
		11	4	4	4	4	4	4	4	4	4	4	4	4
		41	1	1	1	1	1	1	1	1	1	1	1	1
		31	2	2	2	2	2	2	2	2	2	2	2	2
		21	3	3	3	3	3	3	3	3	3	3	3	3
		11	4	4	4	4	4	4	4	4	4	4	4	4
		41	1	1	1	1	1	1	1	1	1	1	1	1
		31	2	2	2	2	2	2	2	2	2	2	2	2
		21	3	3	3	3	3	3	3	3	3	3	3	3
		11	4	4	4	4	4	4	4	4	4	4	4	4
		41	1	1	1	1	1	1	1	1	1	1	1	1
		31	2	2	2	2	2	2	2	2	2	2	2	2
		21	3	3	3	3	3	3	3	3	3	3	3	3
		11	4	4	4	4	4	4	4	4	4	4	4	4
		41	1	1	1	1	1	1	1	1	1	1	1	1
		31	2	2	2	2	2	2	2	2	2	2	2	2
		21	3	3	3	3	3	3	3	3	3	3	3	3
		11	4	4	4	4	4	4	4	4	4	4	4	4
		41	1	1	1	1	1	1	1	1	1	1	1	1
		31	2	2	2	2	2	2	2	2	2	2	2	2
		21	3	3	3	3	3	3	3	3	3	3	3	3
		11	4	4	4	4	4	4	4	4	4	4	4	4
		41	1	1	1	1	1	1	1	1	1	1	1	1
		31	2	2	2	2	2	2	2	2	2	2	2	2
		21	3	3	3	3	3	3	3	3	3	3	3	3
		11	4	4	4	4	4	4	4	4	4	4	4	4
		41	1	1	1	1	1	1	1	1	1	1	1	1
		31	2	2	2	2	2	2	2	2	2	2	2	2
		21	3	3	3	3	3	3	3	3	3	3	3	3
		11	4	4	4	4	4	4	4	4	4	4	4	4
		41	1	1	1	1	1	1	1	1	1	1	1	1
		31	2	2	2	2	2	2	2	2	2	2	2	2
		21	3	3	3	3	3	3	3	3	3	3	3	3
		11	4	4	4	4	4	4	4	4	4	4	4	4
		41	1	1	1	1	1	1	1	1	1	1	1	1
		31	2	2	2	2	2	2	2	2	2	2	2	2
		21	3	3	3	3	3	3	3	3	3	3	3	3
		11	4	4	4	4	4	4	4	4	4	4	4	4
		41	1	1	1	1	1	1	1	1	1	1	1	1
		31	2	2	2	2	2	2	2	2	2	2	2	2
		21	3	3	3	3	3	3	3	3	3	3	3	3
		11	4	4	4	4	4	4	4	4	4	4	4	4
		41	1	1	1	1	1	1	1	1	1	1	1	1
		31	2	2	2	2	2	2	2	2	2	2	2	2
		21	3	3	3	3	3	3	3	3	3	3	3	3
		11	4	4	4	4	4	4	4	4	4	4	4	4
		41	1	1	1	1	1	1	1	1	1	1	1	1
		31	2	2	2	2	2	2	2	2	2	2	2	2
		21	3	3	3	3	3	3	3	3	3	3	3	3

## Employment and Immigration Canada

## SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A

Name of Business: 007001 AHOK LTD/LTEE

Industrial Sector: 061 METAL MINES

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< \$10,000	0	0	0	0	0	0	0	0	0	0	0	0
\$10,000-\$14,999	0	0	0	0	0	0	0	0	0	0	0	0
\$15,000-\$17,499	0	0	0	0	0	0	0	0	0	0	0	0
\$17,500-\$19,999	0	0	0	0	0	0	0	0	0	0	0	0
\$20,000-\$22,499	2	0	2	2	0	2	0	0	0	0	0	0
\$22,500-\$24,999	2	0	2	2	0	2	0	0	0	0	0	0
\$25,000-\$27,499	4	0	4	1	0	1	0	0	0	0	0	0
\$27,500-\$29,999	8	6	2	0	0	0	0	0	0	0	0	0
\$30,000-\$34,999	24	19	5	14	13	1	1	1	0	1	1	0
\$35,000-\$39,999	62	58	4	35	34	1	1	1	0	0	0	0
\$40,000-\$49,999	22	21	1	7	7	0	1	1	0	1	1	0
\$50,000-\$69,999	29	29	0	5	5	0	0	0	0	1	1	0
\$70,000 >	15	15	0	0	0	0	0	0	0	2	2	0
TOTAL NUMBER OF EMPLOYEES	168	148	20	66	59	7	3	3	0	5	5	0

## Employment and Immigration Canada

Form 4 Part A

## PERMANENT FULL-TIME EMPLOYEES HIRED

Name of Business:		007001 AMOK LTD/LTEE		Province/Territory (specify)		Industrial Sector:		061 METAL MINES		Reporting Period: 1989	
Location:		X National (Canada)		Province/Territory (specify)		Industrial Sector:		061 METAL MINES		Reporting Period: 1989	
OCCUPATIONAL GROUPS		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities			
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number
Upper-level managers		2	2	0	0	0	0	0	0	0	0
Middle or other managers		0	0	0	0	0	0	0	0	0	0
Professionals		1	0	1	0	0	0	0	0	0	0
Semi-professionals and technicians		3	2	1	0	0	0	0	0	0	0
Supervisors		0	0	0	0	0	0	0	0	0	0
Foremen/women		0	0	0	0	0	0	0	0	0	0
Clerical workers		0	0	0	0	0	0	0	0	0	0
Sales workers		0	0	0	0	0	0	0	0	0	0
Service workers		0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers		0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers		5	3	2	4	3	1	0	0	0	0
Other manual workers		0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED		11	7	4	4	3	1	0	0	0	0



Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5

Part A

Name of Business:	007001 AHOK LTD/LTEE		Industrial Sector:		661 METAL MINES						
Location:	X National (Canada)		Province/Territory (specify)		Reporting Period: 1989						
Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)											
OCCUPATIONAL GROUPS	All Employees			Persons with Disabilities			Members of Visible Minorities				
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women		
Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	1	1	0	0	0	0	0	0	0	0	0
Professionals	1	1	0	1	1	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	2	2	0	1	1	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	2	2	0	1	1	0	0	0	0	0	0

## Employment and Immigration Canada

Form 6 Part A

## PERMANENT FULL-TIME EMPLOYEES TERMINATED

Name of business: 007001 AHOK LTD/LTEE		Industrial Sector: 061 METAL MINES		Reporting Period: 1989							
Location: X National (Canada)		Province/Territory (specify)		Persons with Disabilities		Members of Visible Minorities					
OCCUPATIONAL GROUPS		All Employees		Aboriginal Peoples		Total					
		Men	Women	Men	Women	Men	Women				
		Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6				
		Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12				
Upper-level managers	5	5	0	0	0	0	0	0	0	0	0
Middle or other managers	4	3	1	0	0	0	0	0	0	0	0
Professionals	1	0	1	0	0	0	0	0	0	0	0
Semi-professionals and technicians	10	8	2	1	0	1	0	0	0	2	0
Supervisors	1	1	0	0	0	0	0	0	0	0	0
Foremen/women	7	7	0	0	0	0	0	0	0	1	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	10	10	0	2	2	0	0	0	0	1	0
Semi-skilled manual workers	33	32	1	28	27	1	0	0	0	0	0
Other manual workers	2	2	0	2	2	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	73	68	5	33	31	2	0	0	0	4	0

Name of Business:

**Location:**

[illegible]

Name of Business: 007001 AHOK LTD/LTEE		Industrial Sector: 061 METAL MINES		Reporting Period: 1989									
Location: National (Canada) X Province/Territory 17 SASKATCHEWAN		Designated CMA											
OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	35000	14	1	1	1	1	1	1	1	1	1	1	1
	39999	3	2	2	1	1	1	1	1	1	1	1	1
	20000	12	3	3	3	1	1	1	1	1	1	1	1
	22499	11	4	4	4	4	4	4	4	4	4	4	4
Sales workers	14	1	1	1	1	1	1	1	1	1	1	1	1
	3	1	1	1	1	1	1	1	1	1	1	1	1
	12	1	1	1	1	1	1	1	1	1	1	1	1
	11	1	1	1	1	1	1	1	1	1	1	1	1
Service workers	14	1	1	1	1	1	1	1	1	1	1	1	1
	3	1	1	1	1	1	1	1	1	1	1	1	1
	12	1	1	1	1	1	1	1	1	1	1	1	1
	11	1	1	1	1	1	1	1	1	1	1	1	1
Skilled crafts and trades workers	45000	14	1	1	1	1	1	1	1	1	1	1	1
	49999	3	23	23	8	8	8	8	8	8	8	8	8
	30000	12	4	3	1	1	1	1	1	1	1	1	1
	34999	11	2	2	2	2	2	2	2	2	2	2	2
Semi-skilled manual workers	35000	14	27	26	1	27	26	1	1	1	1	1	1
	39999	3	1	1	1	1	1	1	1	1	1	1	1
	25000	12	3	2	1	3	2	1	1	1	1	1	1
	27499	11	1	1	1	1	1	1	1	1	1	1	1
Other manual workers	30000	14	4	4	3	3	3	3	3	3	3	3	3
	34999	3	1	1	1	1	1	1	1	1	1	1	1
	27500	12	5	5	3	3	3	3	3	3	3	3	3
	29999	11	1	1	1	1	1	1	1	1	1	1	1
TOTAL NUMBER OF EMPLOYEES		168	148	20	66	59	7	3	3	1	5	1	5

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES														Form 3	Part A	
Name of Business:	007001 AMOX LTD/LTEE													Industrial Sector:	061 METAL MINES	
Location:	National (Canada)X Province/Territory (specify) 17 SASKATCHEWAN													Reporting Period: 1989		
SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			Total	Men	Women	
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women				
Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12					
< \$10,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$10,000-\$14,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$15,000-\$17,499	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$17,500-\$19,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20,000-\$22,499	2	0	2	2	0	2	0	0	0	0	0	0	0	0	0	0
\$22,500-\$24,999	2	0	2	2	0	2	0	0	0	0	0	0	0	0	0	0
\$25,000-\$27,499	4	0	4	1	0	1	0	0	0	0	0	0	0	0	0	0
\$27,500-\$29,999	8	6	2	0	0	0	0	0	0	0	0	0	0	0	0	0
\$30,000-\$34,999	24	19	5	14	13	1	1	1	1	0	0	0	0	0	0	0
\$35,000-\$39,999	62	58	4	35	34	1	1	1	1	0	0	0	0	0	0	0
\$40,000-\$49,999	22	21	1	7	7	0	0	0	0	0	0	0	0	0	0	0
\$50,000-\$59,999	29	29	0	5	5	0	0	0	0	0	0	0	0	0	0	0
\$70,000 >	15	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	168	148	20	66	59	7	3	3	3	0	0	0	5	5	0	0



## Employment and Immigration Canada

Form 4 Part A

## PERMANENT FULL-TIME EMPLOYEES HIRED

Name of Business:	007001 AMOK LTD/LTEE		Industrial Sector:		061 METAL MINES	
Location:	National (Canada) x Province/Territory (specify) 17 SASKATCHEWAN		Reporting Period:		1989	
OCCUPATIONAL GROUPS	All Employees		Aboriginal Peoples		Persons with Disabilities	
	Total Number		Total Number		Total Number	
	Men	Women	Men	Women	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6
	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	2	2	0	0	0	0
Middle or other managers	0	0	0	0	0	0
Professionals	1	0	1	0	0	0
Semi-professionals and technicians	3	2	1	0	0	0
Supervisors	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0
Service workers	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0
Semi-skilled manual workers	5	3	2	4	3	1
Other manual workers	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	11	7	4	4	3	1

# Employment and Immigration Canada

## PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5

Part A

Name of Business:	007001 AMOK LTD/LTEE		Industrial Sector:		061 METAL MINES		
Location:	National (Canada) X Province/Territory (Specify) 17 SASKATCHEWAN		Reporting Period:		1989		
Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)							
OCCUPATIONAL GROUPS	All Employees		Persons with Disabilities		Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	
Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	
Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13	Col. 14	
Upper-level managers	0	0	0	0	0	0	0
Middle or other managers	1	1	0	0	0	0	0
Professionals	1	1	0	1	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	2	2	0	1	0	0	0
TOTAL NUMBER OF PROMOTIONS	2	2	0	1	0	0	0

## Employment and Immigration Canada

Form 6

Part A

## PERMANENT FULL-TIME EMPLOYEES TERMINATED

Name of Business:		007001 AHOK LTD/LTEB		National (Canada) x Province/Territory (specify)		17 SASKATCHEWAN		Industrial Sector:		061 METAL MINES		Reporting Period: 1989	
Location:													
OCCUPATIONAL GROUPS		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities					
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Upper-level managers		5	1	4	0	0	0	0	0	0	0	0	0
Middle or other managers		4	3	1	0	0	0	0	0	0	0	0	0
Professionals		1	0	1	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians		10	8	2	1	0	1	0	0	0	0	2	0
Supervisors		1	1	0	0	0	0	0	0	0	0	0	0
Foremen/women		7	7	0	0	0	0	0	0	0	0	1	0
Clerical workers		0	0	0	0	0	0	0	0	0	0	0	0
Sales workers		0	0	0	0	0	0	0	0	0	0	0	0
Service workers		0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers		10	10	0	2	2	0	0	0	0	0	1	0
Semi-skilled manual workers		33	32	1	28	27	1	0	0	0	0	0	0
Other manual workers		2	2	0	2	2	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED		73	68	5	33	31	2	0	0	0	0	4	0







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## **EMPLOYMENT EQUITY ACT**

1990: ANNUAL REPORT  
FOR THE YEAR ENDING DECEMBER 1989

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## **LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI**

1990: RAPPORT ANNUEL  
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



**CFQC BROADCASTING**

7004

Canada

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Ottawa (Canada) K1A 0S9

1. FULL LEGAL NAME - NOM/LEGA AU COMPLET <b>CFQC BROADCASTING</b>		2. ADDRESS OF BUSINESS - ADRESSE D'AFFAIRES PRINCIPALE <b>216 First Avenue North Saskatoon, Saskatchewan S7K 3W3</b>		3. ADDRESS - ADRESSE POSTALE <b>S216 First Avenue North Saskatoon, Saskatchewan S7K 3W3</b>		4. NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PRÉMIER DIRIGEANT DE L'ENTREPRISE <b>Douglas G. Bassett</b>		5. NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI <b>Robin A. Fillingham</b>		6. POSITION TITLE - TITRE DU FONCTIONNAIRE <b>Deputy Chairman of the Board</b>		7. POSITION TITLE - TITRE DU FONCTIONNAIRE <b>Senior Vice President and Chief Financial Officer and Secretary</b>		8. TELEPHONE NUMBER - NUMÉRO DE TÉLÉPHONE <b>1 6 2 9 9 2 3 1 0</b>	
9. INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1 <b>Telecommunications Broadcasting</b>		10. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		11. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		12. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		13. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		14. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		15. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		16. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>	
17. INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2 <b>Telecommunications Broadcasting</b>		18. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		19. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		20. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		21. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		22. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		23. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		24. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>	
25. INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 <b>Telecommunications Broadcasting</b>		26. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		27. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		28. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		29. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		30. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		31. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		32. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>	
33. INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 <b>Telecommunications Broadcasting</b>		34. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		35. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		36. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		37. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		38. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		39. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		40. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>	
41. INDUSTRIAL SECTOR 5 - BRANCHE D'ACTIVITÉ 5 <b>Telecommunications Broadcasting</b>		42. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		43. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		44. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		45. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		46. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		47. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		48. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>	
49. INDUSTRIAL SECTOR 6 - BRANCHE D'ACTIVITÉ 6 <b>Telecommunications Broadcasting</b>		50. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		51. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		52. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		53. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		54. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		55. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		56. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>	
57. INDUSTRIAL SECTOR 7 - BRANCHE D'ACTIVITÉ 7 <b>Telecommunications Broadcasting</b>		58. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		59. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		60. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		61. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		62. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		63. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		64. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>	
65. INDUSTRIAL SECTOR 8 - BRANCHE D'ACTIVITÉ 8 <b>Telecommunications Broadcasting</b>		66. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		67. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		68. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		69. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		70. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		71. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		72. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>	
73. INDUSTRIAL SECTOR 9 - BRANCHE D'ACTIVITÉ 9 <b>Telecommunications Broadcasting</b>		74. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		75. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		76. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		77. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		78. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		79. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		80. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>	
81. INDUSTRIAL SECTOR 10 - BRANCHE D'ACTIVITÉ 10 <b>Telecommunications Broadcasting</b>		82. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		83. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		84. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		85. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		86. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		87. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		88. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>	
89. INDUSTRIAL SECTOR 11 - BRANCHE D'ACTIVITÉ 11 <b>Telecommunications Broadcasting</b>		90. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		91. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		92. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		93. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>		94. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>142</b>					

**NOTE** See instructions  
**NOTA** Voir instructions

NOTA. Voir instructions		Top and bottom of salary range minimum et maximum de l'échelle de rémunération	** Quartier	All Employees Tous les salariés		Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
Occupational Groups Catégories professionnelles		Col 1	Col 2	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
Clerical workers Employés de bureau	40,000–44,999	4	2	0	2	0	0	0	0	0	0	0	0	0
	44,999–20,000	3	3	0	3	0	0	0	1	0	1	0	0	0
	20,000–22,499	2	4	0	4	0	0	0	0	0	0	0	0	0
	22,499–70,000	1	9	0	9	0	0	0	0	0	0	1	0	1
Sales workers Employés du secteur de la vente	70,000–and over	4	4	3	1	0	0	0	0	0	0	0	0	0
	22,500–24,999	2	0	0	0	0	0	0	0	0	0	0	0	0
		2	2	1	1	0	0	0	0	0	0	0	0	0
		4	2	1	1	0	0	0	0	0	0	0	0	0
Service workers Employés du secteur des services	n/a	3												
		2												
Skilled Crafts and Trades workers Travailleurs qualifiés et artisans	35,000–39,999	4	3	3	0	0	0	0	0	0	0	0	0	0
	39,999–22,500	3	1	1	0	0	0	0	0	0	0	0	0	0
	22,500–24,999	2	0	0	0	0	0	0	0	0	0	0	0	0
		1	2	2	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers Semi-travailleurs manuels spécialisés	n/a	4												
		3												
		2												
		1												
Other manual workers Autres travailleurs manuels	22,500–24,999	4	0	0	0	0	0	0	0	0	0	0	0	0
	24,999–22,500	3	0	0	0	0	0	0	0	0	0	0	0	0
	22,500–24,999	2	0	0	0	0	0	0	0	0	0	0	0	0
		1	1	0	1	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS			117	80	37	2	2	0	2	1	1	3	1	2

4 refers to the lowest salary quarter. 4 refers to the highest salary quarter.  
4 represents the salaries du quart le moins eleve. 4 represente les salaires du quart le plus eleve

1944 10/11 (4 30) 8



Employment and Immigration Canada      Emploi et Immigration Canada

NOTE: See instructions  
NOTA: Voir instructions

Form  
Formulaire      2      Part B,  
partie B,      Page 2

Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et minimum de remunération		Quarter Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles				
				Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes		
	Col 1	Col 2														Col 3	Col 4
Clerical workers Employés de bureau n/a			4														
			3														
			2														
			1														
Sales workers Employés du secteur de la vente n/a			4														
			3														
			2														
			1														
Service workers Employés du secteur des services n/a			4														
			3														
			2														
			1														
Skilled crafts and trades workers Travailleurs qualifiés et artisans n/a			4														
			3														
			2														
			1														
Semiskilled manual workers Travailleurs manuels spécialisés n/a			4														
			3														
			2														
			1														
Other manual workers Autres travailleurs manuels n/a			4														
			3														
			2														
			1														
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS			7	3	4	0	0	0	0	0	0	0	0	0	0	0	0

1 refers to the lowest salary quarter, 4 refers to the highest salary quarter  
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

Canada





Employment and Immigration Canada      Emploi et Immigration Canada

NOTE: See instructions.  
NOTA: Voir instructions.

Form  
Formulaire

3

Part B  
Partie B

**SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES\***  
**PROFIL SALARIAL: SALAIRES PERMANENTS A TEMPS PARTIEL \***

Name of Business Nom de l'entreprise		CFQC Broadcasting				Industrial Sector: Branche d'activité: Telecommunications Broadcasting				Reporting Period: Période de rapport: 19 89			
Location-Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)				<input checked="" type="checkbox"/> Province / Territory (specify) Province / Territoire (préciser) Saskatchewan							
		All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
		Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
SALARY RANGES ECHELLES DE RÉMUNÉRATION													
Under Moins de	\$2,500 n/a												
	\$2,500 - \$4,999 n/a												
	\$5,000 - \$7,499 n/a												
	\$7,500 - \$9,999 n/a												
	\$10,000 - \$12,499 n/a												
	\$12,500 - \$14,999 n/a												
	\$15,000 - \$17,499 n/a												
	\$17,500 - \$19,999 n/a												
	\$20,000 - \$24,999	7	3	4	0	0	0	0	0	0	0	0	0
	\$25,000 - \$29,999 n/a												
	\$30,000 - \$39,999 n/a												
	\$40,000 - \$49,999 n/a												
	\$50,000 and over et plus												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALAIRES		7	3	4	0	0	0	0	0	0	0	0	0

\* Use separate Parts for permanent full-time and temporary employees.  
\* Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires.



Employment and Immigration Canada    Emploi et Immigration Canada

NOTE: See instructions  
NOTA: Voir instructions

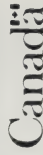
**PERMANENT PART-TIME EMPLOYEES HIRED\***  
**RECRUTEMENTS: SALAIRES PERMANENTS A TEMPS PARTIEL\***

Form  
formulaire **4** Part B  
Partie B

Name of Business Nom de l'entreprise:		Industrial Sector Blanche d'activité:		Telecommunications Broadcasting											
Location/Endroit		<input checked="" type="checkbox"/> National (Canada)		<input checked="" type="checkbox"/> Province/Territory (Specify) Province/Territoire (préciser)		Saskatchewan									
Occupational Groups Catégories professionnelles		All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles				
		Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes		
		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12		
Upper-level managers Cadres supérieurs	n/a														
Middle or other managers Cadres intermédiaires et autres cadres	n/a														
Professionals Professionnels	n/a														
Semi-professionals and technicians Semi-professionnels et techniciens	n/a	5	4	1	0	0	0	0	0	0	0	0	0		
Supervisors Surveillants	n/a														
Puremen/Women Contratantes	n/a														
Clerical workers Émployés de Bureau	n/a														
Sales workers Émployés du secteur de la vente	n/a														
Service workers Émployés du secteur des services	n/a														
Skilled crafts and trades workers Travailleurs qualifiés et artisans	n/a														
Semi-skilled manual workers Travailleurs manuels spécialisés	n/a														
Other manual workers Autres travailleurs manuels	n/a														
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS		5	4	1	0	0	0	0	0	0	0	0	0		

\* Use separate Parts for permanent full-time and temporary employees  
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

1 May 1990 (19 Rev.)





NOTE: See instructions  
NOTA: Voir instructions

**PERMANENT PART-TIME EMPLOYEES PROMOTED\***  
**AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL\***

Name of Business Nom de l'entreprise:		CFQC Broadcasting		Industrial Sector: Branche d'activité:		Telecommunications Broadcasting		Reporting Period: Période de rapport:		1989			
Location: Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Province / Territoire (préciser)		Saskatchewan							
Occupational Groups Catégories professionnelles		Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ils ont été promus en dernier)											
		All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
		Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
Upper-level managers Cadres supérieurs		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Middle or other managers Cadres intermédiaires et autres cadres		n/a											
Professionals Professionnels		n/a											
Semi-professionals and technicians Semi-professionnels et techniciens		n/a											
Supervisors Surveillants		n/a											
Foremen/women Contremaîtres		n/a											
Clerical workers Employés de bureau		n/a											
Sales workers Employés du secteur de la vente		n/a											
Service workers Employés du secteur des services		n/a											
Skilled crafts and trades workers Travailleurs qualifiés et artisans		n/a											
Semi-skilled manual workers Travailleurs manuels spécialisés		n/a											
Other manual workers Autres travailleurs manuels		n/a											
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS		n/a											
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS		n/a											

\* Use separate Parts for permanent full-time and temporary employees.  
\* Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires



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NOTE: See instructions  
NOTE: Voir instructions

**PERMANENT PART-TIME EMPLOYEES TERMINATED\*  
CESSATIONS DE FONCTIONS: SALAIRES PERMANENTS A TEMPS PARTIEL\***

Form  
Formulaire **6** Part 8  
Partie 8

Name of Business Nom de l'entreprise:		Industrial Sector Branché d'activité:		Telecommunications, Broadcasting									
Location-Endroit:		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province/Territory (specify) Province/territoire (préciser):		Saskatchewan		Reporting Period Période de rapport:		1989			
Occupational Groups Catégories professionnelles	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles						
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Upper-level managers Cadres supérieurs	n/a												
Middle or other managers Cadres intermédiaires et autres cadres	n/a												
Professionals Professionnels													
Semi-professionals and technicians Semi-professionnels et techniciens	4	3	1	0	0	0	0	0	0	0	0	0	
Supervisors Surveillants	n/a												
Unemployed women Contremaîtres	n/a												
Clerical workers Employés de bureau	n/a												
Sales workers Employés du secteur de la vente	n/a												
Service workers Employés du secteur des services	n/a												
Skilled crafts and trades workers Travailleurs qualifiés et artisans	n/a												
Semi-skilled manual workers Travailleurs manuels spécialisés	n/a												
Other manual workers Autres travailleurs manuels	n/a												
TOTAL NUMBER OF EMPLOYEES TERMINATED TOTAL DES CESSATIONS DE FONCTIONS	4	3	1	0	0	0	0	0	0	0	0	0	

\* Use separate Parts for permanent full-time and temporary employees  
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires









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**EMPLOYMENT EQUITY ACT**  
1990: ANNUAL REPORT  
FOR THE YEAR ENDING DECEMBER 1989

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**LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI**  
1990: RAPPORT ANNUEL  
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



**CKCK BROADCASTING  
LIMITED PARTNERSHIP**

# 7005

Canada

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Ottawa (Canada) K1A 0S9

EMPLOYMENT EQUITY: IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY  
ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form  
Formulaire 1

1. FULL LEGAL NAME - NOM LÉGALE AU COMPLET <b>CKCK Broadcasting Limited Partnership</b>		2. CKCK-TV	
3. ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE <b>#1 Hwy. East, P.O. Box 2000 Regina, Saskatchewan S4P 3E5</b>		4. MAILING ADDRESS - ADRESSE POSTALE <b>#1 Hwy. East, P.O. Box 2000 Regina, Saskatchewan S4P 3E5</b>	
5. NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE <b>Douglas G. Bassett</b>		6. NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI <b>Robin A. Fillingham</b>	
7. POSITION TITLE - TITRE DU FONCTIONNAIRE <b>Deputy Chairman</b>		8. POSITION TITLE - TITRE DU FONCTIONNAIRE <b>Senior Vice President &amp; Chief Financial Officer &amp; Secretary</b>	
9. INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1 <b>Telecommunications Broadcasting</b>		10. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS <b>134</b>	
11. INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2		11. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS	
12. INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3		12. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS	
13. INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4		13. NO. OF EMPLOYEES - NOMBRE DE SALARIÉS	
14. NUMBER OF PERMANENT FULL-TIME EMPLOYEES - NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN <b>110</b>		15. NUMBER OF PERMANENT PART-TIME EMPLOYEES - NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL <b>7</b>	
16. NUMBER OF TEMPORARY EMPLOYEES - NOMBRE DE SALARIÉS TEMPORAIRES <b>2</b>		16. NUMBER OF TEMPORARY EMPLOYEES - NOMBRE DE SALARIÉS TEMPORAIRES	
17. CERTIFICATION OF ACCURACY		17. CERTIFICATION OF ACCURACY	
18. ATTESTATION D'EXACTITUDE		18. ATTESTATION D'EXACTITUDE	

19. GEOGRAPHICAL AREAS - SECTEURS GÉOGRAPHIQUES (INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA) (INDIQUEZ LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)		20. TOTAL EMPLOYEES IN CANADA - NOMBRE TOTAL DES SALARIÉS AU CANADA <b>134</b>	
CALGARY	EDMONTON	HALIFAX	MONTREAL
REGINA	TORONTO	VANCOUVER	WINNIPEG
21. AREA CODE AND NO. - NUMÉRO DE LA RÉGION ET DU N° <b>416 299 2310</b>			
22. PROVINCE/CITY/INITIALS - PROVINCES/INITIALES <b>ONT. Q. N.S.-N.E. N.B.-N.W. MAN.-SASK. B.C.-A.B. P.E.I.-A.L.B. M.D.-I.N. TEN. YUK. N.W.T.-Y.N.O.</b>			

23. I. (Name) - HEREIN CERTIFY ON BEHALF OF (Name of employer) <b>Douglas G. Bassett</b>		24. CKCK Broadcasting Limited Partnership	
25. J. (Name) - ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur) <b>Douglas G. Bassett</b>		26. SIGNATURE - SIGNATURE	
27. DATE - DATE <b>June 1, 1990</b>		28. SIGNATURE - SIGNATURE	

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS.  
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUTS LES FORMULAIRES.

1-800-367-1930

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NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS  
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUTES LES FORMULAIRES

Canada



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions  
NOTE: Voir instructions

**OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\***  
**CATEGORIES PROFESSIONNELLES: SALAIRES PERMANENTS A TEMPS PLEIN\***

Form  
Formulaire **2** Part A, Page 1  
Partie A, Page 1

Name of Business Nom de l'entreprise		CKCK Broadcasting Limited Partnership		Industrial Sector: Branché d'activité: Telecommunications Broadcasting		Reporting Period: Période de rapport: 19 89								
Location-Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Province / territoire (préciser) Saskatchewan		Regina								
Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et minimum de l'échelle de rémunération	Quarter Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes			
Upper: level managers Cadres supérieurs	Col 1	4	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
		3	1	1	0	0	0	0	0	0	0	0	0	0
	70,000- and over	2	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers Cadres intermédiaires et autres cadres	65,000- 69,999	4	2	2	0	0	0	0	0	0	0	0	0	0
	30,000- 34,999	3	3	2	1	0	0	0	0	0	0	0	0	0
		2	2	1	1	0	0	0	0	0	0	0	0	0
		1	4	3	1	0	0	0	0	0	0	0	0	0
Professionals Professionnels		4												
		3												
		2												
Semi-professionals and technicians Semi-professionnels et techniciens	65,000- 69,999	4	3	3	0	0	0	0	0	0	0	0	0	0
	20,000- 22,499	3	6	6	0	0	0	0	1	1	0	0	0	0
		2	33	32	1	0	0	0	1	1	0	0	0	0
		1	34	24	10	0	0	0	0	0	0	1	0	0
Supervisors Surveillants	40,000- 44,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	40,000- 44,999	4	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	1	1	0	0	0	0	0	0	0	0	0	0
Foremen/hon Contrémaîtres	45,000- 49,999	4	1	1	0	0	0	0	0	0	0	0	0	0
	35,000- 39,999	3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	2	2	0	0	0	0	0	0	0	0	0	0

\* Use separate Parts for permanent part-time and temporary employees  
\* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

1 refers to the lowest salary quarter; 4 refers to the highest salary quarter!  
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada



## Employment and Immigration Canada Emploi et Immigration Canada

Form  
Formulaire 2 Part A, Page 2  
Partie A,NOTE See instructions  
NOTA Voir instructions

Occupational Groups Catégories professionnelles	Top and bottom of salary range minimum de l'échelle de remunération Col 1	Quarter Quart	All Employees Tous les salaires			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total Col 2	Men Hommes Col 3	Women Femmes Col 4	Total Number Nombre total Col 5	Men Hommes Col 6	Women Femmes Col 7	Total Number Nombre total Col 8	Men Hommes Col 9	Women Femmes Col 10	Total Number Nombre total Col 11	Men Hommes Col 12	Women Femmes Col 13
Clerical workers Employés de bureau	30,000-	4	2	0	2	0	0	0	0	0	0	0	0	0
	34,999	3	2	0	2	0	0	0	0	0	0	0	0	0
	25,000-	2	4	0	4	0	0	0	0	0	0	0	0	0
	27,499	1	2	1	1	0	0	0	0	0	0	0	0	0
Sales workers Employés du secteur de la vente	60,000-	4	1	1	0	0	0	0	0	0	0	0	0	0
	64,999	3	2	2	0	0	0	0	0	0	0	0	0	0
	40,000-	2	1	1	0	0	0	0	0	0	0	0	0	0
	44,999	1	2	1	1	0	0	0	0	0	0	0	0	0
Service workers Employés du secteur des services		4												
		3												
		2												
Skilled crafts and trades workers Travailleurs qualifiés et artisans		4												
		3												
		2												
		1												
Semi-skilled manual workers Travailleurs manuels spécialisés		4												
		3												
		2												
		1												
Other manual workers Autres travailleurs manuels	22,500-	4	0	0	0	0	0	0	0	0	0	0	0	0
	24,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	22,500-	2	0	0	0	0	0	0	0	0	0	0	0	0
	24,999	1	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALAIRES			110	86	24	0	0	0	2	2	0	1	1	0

1 refers to the lowest salary quarter. 4 refers to the highest salary quarter.  
1 représente les salaires du quart le moins élevé. 4 représente les salaires du quart le plus élevé

FORM 96-1 (7-96) (P. 2)

Canada





Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions  
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES\*

CATEGORIES PROFESSIONNELLES: SALAIRES PERMANENTS À TEMPS PARTIEL\*

Form  
Formulaire 2 Part B  
Partie B, Page 1

Name of Business  
Nom de l'entreprise CKCK Broadcasting Limited Partnership

Industrial Sector:  
Branche d'activité: Telecommunications Broadcasting

Reporting Period  
Période de rapport: 19 89

Location Endroit		National (Canada) National (Canada)		Province / Territory (specify) Province / territoire (préciser)		Saskatchewan		Regina						
		<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>				<input checked="" type="checkbox"/>						
Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et minimum de l'échelle de rémunération	Quarter Quart	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes			
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper level managers Cadres supérieurs	n/a	4												
		3												
		2												
		1												
Middle or other managers Cadres intermédiaires et autres cadres	n/a	4												
		3												
		2												
		1												
Professionals Professionnels	n/a	4												
		3												
		2												
		1												
Semi-professionals and technicians Semi-professionnels et techniciens	20,000 – 22,499	4	0	0	0	0	0	0	0	0	0	0	0	0
	20,000 – 22,499	3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	6	5	1	0	0	0	0	0	0	0	0	0
Supervisors Surveillants	n/a	4												
		3												
		2												
		1												
Foremen/Women Contremaîtres	n/a	4												
		3												
		2												
		1												

Use separate Parts for each sheet full time employees

Use table (9.86) r 1

Use separate Parts for permanent full-time and temporary employees  
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/  
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

Canada



Employment and Immigration Canada    Emploi et Immigration Canada

Form  
Formulaire

2

Part B  
Partie B

Page 2

NOTE See instructions  
NOTA Voir instructions

Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et minimum Fourchette de rémunération	Quart Quart	All employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers Employés de bureau	5,000–	4	0	0	0	0	0	0	0	0	0	0	0	0
	7,499	3	0	0	0	0	0	0	0	0	0	0	0	0
	5,000–	2	0	0	0	0	0	0	0	0	0	0	0	0
	7,499	1	1	0	1	0	0	0	0	0	0	0	0	0
Sales workers Employés du secteur de la vente		4												
		3												
		2												
		1												
Service workers Employés du secteur des services		4												
		3												
		2												
		1												
Skilled crafts and trades Travailleurs qualifiés et artisans		4												
		3												
		2												
		1												
Semi skilled manual workers Travailleurs manuels spécialisés		4												
		3												
		2												
		1												
Other manual workers Autres travailleurs manuels		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS			7	5	2	0	0	0	0	0	0	0	0	0

\*\* 1 refers to the lowest salary quarter. 4 refers to the highest salary quarter/  
1 représente les salariés du quart le moins élevé. 4 représente les salariés du quart le plus élevé

1-IMP-1006/10-B01-P-7

Canada







Employment and Immigration Canada      Emploi et Immigration Canada

Form  
Formulaire

Part B  
Partie B

NOTE: See instructions  
NOTA: Voir instructions

Name of Business  
Nom de l'entreprise

CKCK Broadcasting Limited Partnership

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES\*  
PROFIL SALARIAL: SALAIRES PERMANENTS A TEMPS PARTIEL\*

Industrial Sector  
Branche d'activité

Telecommunications Broadcasting

Location/Endroit

Province / Territory (specify)  
Province / territoire (préciser)

Reporting Period  
Période de rapport

19 89

SALARY RANGES ECHELLES DE REMUNERATION	<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Province / territoire (préciser)		Saskatchewan		Persons with Disabilities Personnes handicapées		Aboriginal Peoples Autochtones		All Employees Tous les salariés		Total Number Nombre total		Total Number Nombre total		Total Number Nombre total		Members of Visible Minorities Membres des minorités visibles	
	Men Hommes		Women Femmes		Men Hommes		Women Femmes		Men Hommes		Women Femmes		Total Number Nombre total		Total Number Nombre total		Total Number Nombre total		Men Hommes	
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8
Under Moins de	\$2,500	n/a																		
\$2,500 - \$4,999	n/a																			
\$5,000 - \$7,499																				
\$7,500 - \$9,999	n/a																			
\$10,000 - \$12,499	n/a																			
\$12,500 - \$14,999	n/a																			
\$15,000 - \$17,499	n/a																			
\$17,500 - \$19,999	n/a																			
\$20,000 - \$24,999																				
\$25,000 - \$29,999	n/a																			
\$30,000 - \$39,999	n/a																			
\$40,000 - \$49,999	n/a																			
\$50,000 and over et plus	n/a																			
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALAIRES	7	5	2	0	0	0	0	0	0	0	0	0	7	5	2	0	0	0	0	0

Use separate Parts for permanent full-time and temporary employees  
Utiliser les autres parties pour les salaires permanents a temps plein et les salaires temporaires

EMP 5049 (F 89)





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NOTE: See instructions  
NOTA: Voir instructions

**PERMANENT FULL-TIME EMPLOYEES HIRED\*  
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\***

Form  
Formulaire **4** Part A  
Partie A

Name of Business  
Nom de l'entreprise: **CKCK Broadcasting Limited Partnership**

Industrial Sector  
Branché d'activité: **Telecommunications Broadcasting**

Location: Endroit: ☒ National (Canada)  
National (Canada) ☒ Province/Territory (specify)  
Province/Territoire (préciser) **Saskatchewan**

Reporting Period:  
Période de rapport: **19 89**

Occupational Groups Catégories professionnelles	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total Col 1	Men Hommes Col 2	Women Femmes Col 3	Total Number Nombre total Col 4	Men Hommes Col 5	Women Femmes Col 6	Total Number Nombre total Col 7	Men Hommes Col 8	Women Femmes Col 9	Total Number Nombre total Col 10	Men Hommes Col 11	Women Femmes Col 12
Upper-level managers Cadres supérieurs	n/a											
Middle or other managers Cadres intermédiaires et autres cadres	n/a											
Professionals Professionnels	n/a											
Semi-professionals and technicians Semi-professionnels et techniciens	7	6	1	0	0	0	0	0	0	0	0	0
Supervisors Surveillants	n/a											
Foremen/women Contremaîtres	n/a											
Clerical workers Employés de bureau	1	1	0	0	0	0	0	0	0	0	0	0
Sales workers Employés du secteur de la vente	2	1	1	0	0	0	0	0	0	0	0	0
Service workers Employés du secteur des services	n/a											
Skilled crafts and trades workers Travailleurs qualifiés et artisans	n/a											
Semi-skilled manual workers Travailleurs manuels spécialisés	n/a											
Other manual workers Autres travailleurs manuels	n/a											
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	10	8	2	0	0	0	0	0	0	0	0	0

\* Use separate Parts for permanent part-time and temporary employees  
\* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

(IMP. 3470 (9-88))

Canada



Employment and Immigration Canada      Emploi et Immigration Canada

Form  
Formulaire      **4**      Part B  
Partie B

NOTE See instructions  
NOTA Voir instructions

Name of Business  
Nom de l'entreprise: CKCK Broadcasting Limited Partnership

Industrial Sector  
Branché d'activité: Telecommunications Broadcasting

Location Endroit: ☒ National (Canada) ☐ Province / Territory (specify)  
Province / territoire (préciser): Saskatchewan

Reporting Period:  
Période de rapport: 1989

Occupational Groups Catégories professionnelles	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper level managers Cadres supérieurs	n/a											
Middle or other managers Cadres intermédiaires et autres cadres	n/a											
Professionals Professionnels	n/a											
Semi-professionals and technicians Semi-professionnels et techniciens	3	3	0	0	0	0	0	0	0	0	0	0
Supervisors Surveillants	n/a											
Unskilled workers Contremaîtres	n/a											
Clerical workers Employés de bureau	n/a											
Sales workers Employés du secteur de la vente	n/a											
Service workers Employés du secteur des services	n/a											
Skilled crafts and trades workers Travailleurs qualifiés et artisans	n/a											
Semi-skilled manual workers Travailleurs manuels spécialisés	n/a											
Other manual workers Autres travailleurs manuels	n/a											
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	3	3	0	0	0	0	0	0	0	0	0	0

\* Use separate Parts for permanent full time and temporary employees  
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

1 MAR 1990 (19 MAR)

Canada





Employment and Immigration Canada      Emploi et Immigration Canada

NOTE: See instructions  
NOTA: Voir instructions

**PERMANENT FULL-TIME EMPLOYEES PROMOTED\***  
**AVANCEMENTS: SALAIRES PERMANENTS À TEMPS PLEIN\***

Form  
Formulaire **5** Part A  
Partie A

Name of Business Nom de l'entreprise		CKCK Broadcasting Limited Partnership		Industrial Sector: Branche d'activité		Telecommunications Broadcasting							
Location/Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input type="checkbox"/> Province / Territory (specify) Province / territoire (préciser)		Saskatchewan							
Occupational Groups Catégories professionnelles		Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which they have been last promoted) Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ils ont été promus en dernier)											
		All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
		Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers Cadres supérieurs	n/a												
Middle or other managers Cadres intermédiaires et autres cadres		2	1	1	0	0	0	0	0	0	0	0	0
Professionals Professionnels	n/a												
Semi-professionals and technicians Semi-professionnels et techniciens		1	1	0	0	0	0	0	0	0	0	0	0
Supervisors Surveillants	n/a												
Foremen/women Contremaîtres	n/a												
Clerical workers Employés de bureau	n/a												
Sales workers Employés du secteur de la vente	n/a												
Service workers Employés du secteur des services	n/a												
Skilled crafts and trades workers Travailleurs qualifiés et artisans	n/a												
Semi-skilled manual workers Travailleurs manuels spécialisés	n/a												
Other manual workers Autres travailleurs manuels	n/a												
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALAIRES PROMUS		3	2	1	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS		3	2	1	0	0	0	0	0	0	0	0	0

\* Use separate Parts for permanent part-time and temporary employees.  
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

1349 (384) (9-84)





Employment and Immigration Canada      Emploi et Immigration Canada

Form  
Formulaire **5**  
Part B  
Partie B

NOTE: See instructions  
NOTA: Voir instructions

**PERMANENT PART-TIME EMPLOYEES PROMOTED\***  
**AVANCEMENTS: SALARIES PERMANENTS A TEMPS PARTIEL \***

Name of Business Nom de l'entreprise		Industrial Sector Branche d'activité		Telecommunications Broadcasting									
Location/Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province/Territory (Specify) Province/Territoire (préciser)		Saskatchewan		Reporting Period Période de rapport:		19 89			
Occupational Groups Catégories professionnelles		Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaires promus (Les salaires promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)											
		All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
		Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
Upper level managers Cadres supérieurs		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Middle or other managers Cadres intermédiaires et autres cadres													
Professionals Professionnels													
Semi-professionals and technicians Semi-professionnels et techniciens													
Supervisors Surveillants													
Foremen/women Contremaîtres													
Clerical workers Employés de bureau													
Sales workers Employés du secteur de la vente													
Service workers Employés du secteur des services													
Skilled crafts and trades workers Travailleurs qualifiés et artisans													
Semi-skilled manual workers Travailleurs manuels spécialisés													
Other manual workers Autres travailleurs manuels													
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALAIRES PROMUS													
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS													

\* Use separate Parts for permanent full-time and temporary employees  
\* Utiliser les autres parties pour les salaires permanents à temps plein et les salaires temporaires





Employment and Immigration Canada Emploi et Immigration Canada

Form  
Formulaire

Part B  
Partie B

PERMANENT PART-TIME EMPLOYEES TERMINATED\*  
CESSATIONS DE FONCTIONS: SALAIRES PERMANENTS A TEMPS PARTIEL\*

NOTE: See instructions  
NOTA: Voir instructions

Name of Business  
Nom de l'entreprise

CKCK Broadcasting Limited Partnership

Industrial Sector  
Branche d'activité

Telecommunications Broadcasting

Location Endroit	<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Province / Territoire (préciser)		Saskatchewan		Reporting Period Période de rapport: 199					
	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
	Total Number Nombre total Col 1	Men Hommes Col 2	Women Femmes Col 3	Total Number Nombre total Col 4	Men Hommes Col 5	Women Femmes Col 6	Total Number Nombre total Col 7	Men Hommes Col 8	Women Femmes Col 9	Total Number Nombre total Col 10	Men Hommes Col 11	Women Femmes Col 12
Upper level managers Cadres supérieurs	n/a											
Middle or other managers Cadres intermédiaires et autres cadres	n/a											
Professionals Professionnels	n/a											
Semi-professional and technicians Semi-professionnels et techniciens	3	3	0	0	0	0	0	0	0	0	0	0
Supervisors Surveillants	n/a											
Unemployed women Centremaitres	n/a											
Clerical workers Employés de bureau	n/a											
Sales workers Employés du secteur de la vente	n/a											
Service workers Employés du secteur des services	n/a											
Skilled crafts and trades workers Travailleurs qualifiés et artisans	n/a											
Semi-skilled manual workers Travailleurs manuels spécialisés	n/a											
Other manual workers Autres travailleurs manuels	n/a											
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	3	3	0	0	0	0	0	0	0	0	0	0

\* Use separate Parts for permanent full time and temporary employees  
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

EMP 1007 (3-96)

Canada















